

 <p style="text-align: center;">Massachusetts Department of Correction <b>POLICY</b></p>	Effective Date	Responsible Division  Deputy Commissioner, Human Resources
	8/27/2024	
	Annual Review Date	
	3/4/2026	
Policy Name	M.G.L. Reference: M.G.L. c. 124, §1(c) and (q); M.G.L. c. 209A, Executive Order 491; M.G.L. c. 209, § 32; M.G.L. c. 209, § 15; M.G.L. c. 208, § 34B; M.G.L. c. 208, §18; M.G.L. c. 258E; M.G.L. c. 265; M.G.L. c. 149, § 52E; M.G.L. c.272;	
<p style="text-align: center;">103 DOC 238 THE PROHIBITION OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, HARASSMENT AND STALKING</p>	DOC Policy Reference: 103 DOC 230; 103 DOC 508	
	ACA/PREA Standards: 2-CO-1C-11	
Attachments Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Library Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Applicability: Staff
Public Access Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Location: Department's Central Policy File Department's Personnel Policy Manual Domestic Violence Office Each Institution's Policy File	
<p><b>PURPOSE:</b>  To establish Department of Correction (Department) policy concerning the prohibition of sexual assault, domestic violence, harassment, and stalking.</p> <p><b>RESPONSIBLE STAFF FOR IMPLEMENTATION AND MONITORING OF POLICY:</b>  Deputy Commissioner of Career and Professional Development  Director, Professional Standards Unit  Director, Operational Services Division  Superintendents and Division Heads  Domestic Violence Coordinator</p> <p><b>CANCELLATION:</b>  103 DOC 238 cancels all previous Department policy statements, bulletins, directives, orders, notices, rules or regulations regarding the prohibition of sexual assault, domestic violence, harassment and stalking, which are inconsistent with this policy.</p> <p><b>SEVERABILITY CLAUSE:</b>  If any part of 103 DOC 238 is, for any reason, held to be in excess of the authority of the Commissioner, such decision shall not affect any other part of this policy.</p>		

## TABLE OF CONTENTS

238.01	Policy	3
238.02	Authority	3
238.03	Definitions	3
238.04	Relevant Laws	5
238.05	Roles and Responsibilities	6
238.06	Staff Training	8
238.07	Assistance Provided to Victims of Sexual Assault, Domestic Violence, Harassment and Stalking	9
238.08	Procedures for Investigating and Disciplining Alleged Abusers	12
238.09	Restriction of Firearm Use	13

## ATTACHMENTS

Attachment #1	Domestic Violence and Sexual Assault Service Providers in Massachusetts	15
Attachment #2	Massachusetts Rape Crisis Programs	18
Attachment #3	Massachusetts Certified Batterer Intervention Programs	21
Attachment #4	Other Resources	22
Attachment #5	Domestic Violence and Sexual Assault Resources for Military Personnel	23

**238.01**

**POLICY**

The Commonwealth and the Department of Correction have a zero-tolerance policy for sexual assault, domestic violence, harassment, and stalking occurring within or outside the workplace. It is the Department's policy that all employees work in an environment free from all forms of sexual assault, domestic violence, harassment, and stalking. These acts undermine the integrity of the workplace and the personal safety of the individual.

**238.02**

**AUTHORITY**

Executive Order 491 establishes a zero-tolerance policy for sexual assault, domestic violence, harassment, and stalking and requires state agencies to issue written policies against these acts/behaviors and to provide copies of the policy to all employees. The Executive Order applies to all individuals employed on a full-time or part-time basis by the Office of the Governor or any state agency under the Executive Department.

**238.03**

**DEFINITIONS**

Abuse: M.G.L. Chapter 209A § 1 defines abuse as the occurrence of one (1) or more of the following acts between family or household members:

- a. attempting to cause or causing physical harm;
- b. placing another in fear of imminent serious physical harm; or
- c. causing another to engage involuntarily in sexual relations by force, threat, or duress.

Abuser: Anyone who has engaged in Abuse as defined in this policy.

Domestic Violence: A form of abuse among family or household members, which includes those individuals who are or have been involved in a substantive dating relationship.

Domestic Violence Coordinator: A member of the Department's Domestic Violence Office that is responsible for:

- Providing direct services to the victims of domestic violence, sexual assault, harassment, and stalking including overview of the judicial process.
- Providing a climate that employees are comfortable disclosing abuse.
- Identifying resources for victim, perpetrator, and family members.
- Assisting employees in gaining access to the remedies under the policy.
- Assisting in increasing the safety of victims.
- Holding perpetrators accountable to Department rules and regulations, and Commonwealth laws.

- Providing victims with support during court appearances and provide other support and assistance as may be necessary.

Family or household members: M.G.L. Chapter 209A § 1 defines family or household members as persons who:

- a. are or were married to one another,
- b. are or were residing together in the same household;
- c. are or were related by blood or marriage;
- d. having a child in common regardless of whether they have ever married or lived together; or
- e. are or have been in a substantive dating or engagement relationship.

Harassment: is defined as “(i) three (3) or more acts of willful and malicious conduct aimed at a specific person committed with the intent to cause fear, intimidation, abuse or damage to property and that does in fact cause fear, intimidation, abuse or damage to property; or (ii) an act that: (A) by force, threat or duress causes another to involuntarily engage in sexual relations; or (B) constitutes a violation of section 13B, 13F, 13H, 22, 22A, 23, 24, 24B, 26C, 43 or 43A of Chapter 265 or section 3 of Chapter 272.

Investigations Center of Expertise (COE): A unit within the Commonwealth’s Human Resource Division that is responsible for investigating complaints that involve allegations of sexual harassment, discrimination, workplace violence, domestic violence, sexual assault, stalking, and retaliation related to these policies.

Sexual Assault: Any action causing another to engage in sexual relations by force, threat or duress in violation of Chapter 209A or Chapter 265 of the General Laws, or any other applicable law of the Commonwealth.

Stalking: Willfully and maliciously engaging in a knowing pattern of conduct, or series of acts over a period of time, directed at a specific person which seriously alarms or annoys that person and would cause a reasonable person to suffer substantial emotional distress.

Victim of Sexual Assault, Domestic Violence, Harassment, or Stalking: The individual affected by sexual assault, domestic violence, harassment, or stalking may be, or identify as, any gender, or not identify as any gender, and does not have to be of the opposite gender as their abuser. For example, a man, woman, or gender non-conforming individual may be the victim of sexual assault, domestic violence, harassment, or stalking, and a man, woman, or gender non-conforming individual may be an abuser.

**RELEVANT LAWS**

Restraining, Harassment Prevention, Stalking and Other Protection Orders are Court Orders which provide protection from abuse which may give rise to violation of this policy. Court Orders specifically covered by this policy include, but are not limited to:

- A. M.G.L. chapter 209A provides a victim protection from an abuser through the issuance of a restraining order. Such an order may order the abuser to refrain from abuse, to vacate the home, to comply with temporary custody and support orders, and/or to have no contact with the victim at all times. Although M.G.L. Chapter 209A orders are civil actions, violations of certain provisions constitute criminal offenses for which arrest is mandatory.
- B. M.G.L. chapter 209, §32 authorizes the appropriate courts of the Commonwealth, upon complaint of a married person, who has been abandoned or is living apart for justifiable cause, to prohibit a spouse from imposing any restraint of personal liberty during such time that the court, by its order, directs or until further order of the court. Violations of such orders are criminal in nature.
- C. M.G.L. chapter 209C, §15 authorizes the appropriate court in actions where a child is born out of wedlock, either on its own or by request of any party, to issue a temporary order or final judgment which includes a restraining or no contact order to protect a party or child. Violations of such orders are criminal in nature.
- D. M.G.L. chapter 208, §18 authorizes the appropriate court, in actions for divorce, to issue an order to prohibit either party from imposing any restraint on the other party's personal liberty during the pendency of the divorce. Upon request of either party, the court may make such further order, as it deems necessary to protect either party or their children, to preserve the peace.
- E. M.G.L. chapter 258E authorizes any person suffering from harassment to file a petition in an appropriate court requesting that the court issue orders prohibiting defendants (adults or minors) from abusing or harassing plaintiff, contacting the plaintiff unless authorized by the court, remaining away from the plaintiff's household or workplace, and requiring defendants in certain circumstances to pay the plaintiff monetary compensation for the losses suffered as a direct result of the harassment.
- F. M.G.L. chapter 208, §34B in cases of divorce, nullity of marriage, and separate support authorizes the court to order the husband or the wife to vacate the marital home should it believe that the health, safety or welfare

of the complainant or any minor child(ren) living with the parties would be endangered or substantially impaired were the opposing party to continue to reside in the marital home. Violations of such orders are criminal in nature.

- G. M.G.L. chapter 265, §43 describes stalking as a crime Whenever the Department is made aware that an action for abuse against a family or household member or a harassment prevention order is initiated against an employee, a disciplinary proceeding against the employee accused of abuse may be initiated at the discretion of the Commissioner or designee, provided that a court with appropriate jurisdiction has issued an order as described in 103 DOC 238.04 (A-F), or any other order of protection issued by another jurisdiction (i.e., states other than the Commonwealth of Massachusetts, District of Columbia, territory or possession of the United States, and tribal courts.)
- H. Orders from any Massachusetts court, or from a state other than the Commonwealth of Massachusetts, District of Columbia, territory or possession of the United States, and tribal courts, which are deemed valid and enforceable in the Commonwealth.

#### **238.05**

#### **ROLES AND RESPONSIBILITIES**

- A. The Human Resources Division (HRD) of the Executive Office for Administration and Finance (A&F) shall:
  - 1. Issue, update and advise agency personnel on how to implement the statewide Sexual Assault, Domestic Violence, Harassment and Stalking Policy.
  - 2. Provide training to agencies on the Commonwealth's policy on sexual assault, domestic violence, harassment, and stalking awareness.
  - 3. Disseminate informational materials for all employees, managers, and supervisors.
  - 4. Screen matters referred to the COE to determine if the COE or the Department, or both the COE and the Department, will investigate the allegations of a violation of 103 DOC 238.
- B. The Commissioner or designee shall:
  - 1. Ensure that the Department establishes and implements a sexual assault, domestic violence, harassment, and stalking policy based

on the guidelines set forth by Executive Order #491 and the Commonwealth's HRD.

2. Refer cases of alleged, domestic violence, sexual assault, harassment, and stalking related to this policy, to the COE for investigation, and to assign any such claims that are determined out of scope by the COE to be investigated by the Department's Professional Standards Unit.
3. Ensure that each employee receives:
  - a. A copy of the Department's policy.
  - b. Notification of any changes to the policy, as soon as administratively possible.
4. Foster a climate in which a victim can be comfortable disclosing abuse.
5. Strongly encourage employees to report behavior which occurs in the workplace, which they believe to be sexual assault, domestic violence, harassment, or stalking.
6. Determine the nature of disciplinary action to be taken against employee abusers.
7. Assign an employee to function as the Domestic Violence Coordinator (DV Coordinator). The DV Coordinator shall oversee the Department's sexual assault, domestic violence, harassment, and stalking program, including policy distribution, training, and provision of resource and referral information, for all Department employees.

The DV Coordinator may be reached twenty-four (24) hours a day/seven (7) days a week by dialing 508-963-1853 or by contacting the Department Duty Station at 508-422-3481 and ask that the DV Coordinator be paged.

8. Provide or arrange for the provision of training to all agency supervisors and employees on sexual assault, domestic violence, harassment and stalking issues, assess additional agency training needs in this area on an ongoing basis, and work with HRD in meeting those needs.
9. Maintain accurate and current records of reports of sexual assault, domestic violence, harassment, and stalking, including active restraining orders when notified of them. Such records shall be kept confidential to the extent possible.

10. When notified of a restraining order in effect, utilize all reasonable efforts to address the employee's concerns about safety and report any workplace violations of such order to the police.

C. Department employees shall:

1. Ensure that they do not participate in any form of sexual assault, domestic violence, harassment, or stalking, either within or outside the workplace.
2. Cooperate in the investigation of alleged sexual assault, domestic violence, harassment, or stalking by providing information they possess concerning such matters.
3. Report behavior in the workplace, which they believe to be sexual assault, domestic violence, harassment, or stalking to their supervisor, or the police when appropriate.
4. Department employees shall immediately notify their respective Superintendent/Division Head or their designee upon becoming the named defendant in any criminal charges or the subject of an Abuse Prevention Order as defined under M.G.L. c. 209A, M.G.L. 209, §32, M.G.L. 209C, §15, M.G.L. 208, §34B, M.G.L. c. 208, §18, M.G.L. c. 258E, and/or M.G.L. c. 265 §43 issued by a Family and Probate Court or any other order of protection issued by another jurisdiction (i.e., states other than the Commonwealth of Massachusetts, District of Columbia, territory or possession of the United States, and tribal courts). Such notification shall also be documented in writing, via Confidential Incident Report, by the employee as soon as is practicable.
5. For those employees who are alleged abusers, written notification shall be made, by the employee, to the Superintendent/Division Head or their designee of each and every change in restraining order or protection order as defined in 103 DOC 238.04 or change in criminal charge status.

**238.06**

**STAFF TRAINING**

All Department employees shall receive pre-service training in Domestic Violence, Sexual Assault, Harassment, and Stalking Awareness.

At a minimum, the pre-service training shall include a definition of sexual assault, domestic violence, harassment, and stalking and how it affects the workplace, pertinent laws, Department policies and procedures and available resources and services.

**ASSISTANCE PROVIDED TO SEXUAL ASSAULT, DOMESTIC VIOLENCE, HARASSMENT, AND STALKING VICTIMS**

The Department recognizes that victims of sexual assault, domestic violence, harassment, and/or stalking may suffer from physical, mental, and emotional trauma. In an effort to afford victims of these acts the ability to protect themselves and their family or household members, (e.g. parent, step-parent, child, step-child, sibling, grandparent or grandchild, married spouse, persons in a substantive dating or engagement relationship and who reside together, persons having a child in common regardless of whether they have ever married or resided together, persons in a guardian relationship), and to ensure the safety of all employees, the Department has established the following policies:

- A. An employee who is a victim, or whose family or household member is a victim, of sexual assault, domestic violence, harassment, or stalking or as otherwise outlined by the applicable Collective Bargaining Agreement (CBA), provided the employee is not the alleged abuser, shall be entitled to up to fifteen (15) days of paid leave per twelve (12) month period to a qualifying employee for the purposes of seeking medical attention, counseling, victim services or legal assistance, secure housing, seeking a restraining or protective order from the court, appearing in court or before a grand jury, meeting with a district attorney or other law enforcement official, attending child custody proceedings, or addressing any other issues directly related to the abusive behavior against the employee or the employee's family or household member. The Department's DV Coordinator shall have the authority to approve/deny any requests for leave with pay based on the appropriateness of the request. The fifteen (15) days of paid leave shall not be charged to sick, vacation or personal leave accrual.
- B. An employee who is a victim, or whose family or household member is a victim, of sexual assault, domestic violence, harassment, or stalking, may be granted up to six (6) months of unpaid leave, where the employee requests such leave as a result of these acts. Leave accruals and insurance benefits shall be handled in the same way as is done for any other type of leave without pay. Upon the employee's return from leave, the Department shall restore the employee to the same position or to an equivalent position, with equivalent employment benefits, pay, and other terms and conditions of employment, provided that the employee has not been displaced from their position in the interim due to a reduction in force.
- C. The Department may request the following types of documentation in connection with a request for leave for purposes of sexual assault, domestic violence, harassment, or stalking (recognizing that due to the

emergency nature of the request, the employee may in some circumstances not be able to provide such documentation):

1. A protective order, order of equitable relief, or other documentation issued by a court of competent jurisdiction, as a result of abusive behavior against the employee, or employee's family or household member;
  2. A document on the letterhead of a court, medical/mental health provider, or public agency, from which the employee sought assistance due to the abusive behavior against the employee, or the employee's family or household member;
  3. A police report, or statement of a victim or a witness, provided to police, including a police incident report, documenting the abusive behavior complained of by the employee, or the employee's family or household member;
  4. Documentation that the perpetrator of the abusive behavior against the employee, or the employee's family or household member, has admitted to sufficient facts to support a finding of guilt of abusive behavior, or has been convicted of, or has been adjudicated a juvenile delinquent, by reason of any offense constituting abusive behavior and which is related to the abusive behavior that necessitated the leave under this section;
  5. Medical documentation of treatment as a result of the abusive behavior complained of by the employee, or employee's family or household member;
  6. A sworn statement signed under the penalties of perjury provided by a counselor, social worker, health care worker, member of the clergy, shelter worker, legal advocate, or other professional who has assisted the employee, or the employee's family or household member, in addressing the effects of the abusive behavior;
  7. A sworn statement signed under the penalties of perjury from the employee attesting that the employee has been the victim of abusive behavior, or the employee is the family or household member of a victim of abusive behavior.
- D. To the extent possible, all documentation submitted shall be kept in a secure and confidential manner to respect the employee's right to privacy. All such documentation shall be placed in a separate centralized file maintained by the DV Coordinator.

- E. Employees who experience personal illness, injury, or must care for an ill or injured family or household member as a result of sexual assault, domestic violence, harassment, or stalking, shall continue to be covered under all existing sick leave and Family and Medical Leave Act and Family Friendly rules or provisions.
  
- F. The Department shall strongly encourage employees who are victims of sexual assault, domestic violence, harassment, or stalking, to notify their Superintendent/Division Head or their designee, or the Department's DV Coordinator of the existence of any restraining order or other protection order. Upon such notification, the Department shall make all reasonable efforts to enforce such orders in the workplace. Such efforts may include:
  - 1. Notifying security personnel of the identity of the person against whom the order is issued (alleged abuser);
  - 2. Providing security personnel with a photograph or other identifying information, such as motor vehicle information;
  - 3. Screening the employee's phone calls after proper notification has been made to said employee;
  - 4. Moving the employee's workstation away from an unsecured entrance.
  
- G. If the Department becomes aware that an active restraining order or other protection order as defined in 103 DOC 238.04 has been issued for an employee, the Department shall offer that employee a reassignment to a different geographical location. Where the victim has requested reassignment, the agency shall give the request top priority.
  
- H. The Superintendent/Division Head or their designee shall immediately notify the police if a violation of any restraining order or other protection order as defined in 103 DOC 238.04 occurs at the workplace.
  
- I. Each Superintendent/Division Head or their designee, or the Department's Domestic Violence Coordinator shall provide the attached list of Sexual Assault, Domestic Violence, Harassment and Stalking Assistance Programs (Attachment #1, #2, #4, and #5) to employees who are victims of these acts to assist them in finding available services.

**PROCEDURES FOR INVESTIGATING AND DISCIPLINING ALLEGED ABUSERS**

The Commonwealth and the Department have a zero-tolerance policy for sexual assault, domestic violence, harassment, and stalking. All instances of these acts are taken seriously.

Whenever the Department is made aware of any restraining order or other protection order as defined in 103 DOC 238.04, that is initiated against an employee, an investigation against the employee accused of abuse may be initiated at the discretion of the Commissioner or designee. The following are guidelines for disciplining alleged abusers:

- A. Each Superintendent/Division Head or their designee shall immediately report any incident of sexual assault, domestic violence, harassment, or stalking in the workplace, including violation of any restraining order or other protection order as defined in 103 DOC 238.04.
- B. All investigations of these acts within the workplace shall be conducted in a manner to protect the confidentiality of the victim, the alleged abuser, and all witnesses. All parties involved in the proceedings shall be advised to maintain strict confidentiality.
- C. Acts of sexual assault, domestic violence, harassment, or stalking regardless of where they occur, shall not be tolerated, and may result in discipline, up to and including termination, in accordance with 103 DOC 230, *Discipline and Terminations*.
- D. The Department shall follow existing provisions in the collective bargaining agreements when disciplining alleged abusers.
- E. Incidents of sexual assault, domestic violence, harassment, or stalking resulting in the conviction of a felony within the past five (5) years may be used as a factor in hiring determinations.
- F. As with all other such actions, disciplinary actions taken against alleged abusers become part of their work history and shall be considered when selecting employees for promotion, new work assignments and other types of personnel actions.
- G. In order to facilitate compliance with any restraining order or other protection order as defined in 103 DOC 238.04, the Department may require employees against whom such orders are issued to accept reassignment to a different geographical location, function and/or shift.

- H. In the interim between a charge and the final disposition of an allegation of sexual assault, domestic violence, harassment or stalking offense, whether civil or criminal, the Department may take action to address employees' safety concerns. Depending on the severity of the charge and the work assignments and/or positions of the alleged abuser, such actions may include the following, pending a judicial determination:
1. Placing the alleged abuser on leave with or without pay; or
  2. Requiring alleged abusers in positions which involve the public safety, care and/or custody of clients or prisoners, or law enforcement to accept a reassignment not involving direct contact with the public or clients.
- I. All alleged abusers shall be given referrals to certified batterer intervention programs and will be provided with the list of Massachusetts Certified Batterer Intervention Programs (Attachment #3).

**238.09**

**RESTRICTION OF FIREARMS USE**

- A. Whenever an employee becomes the subject of any restraining or protection order as defined in 103 DOC 238.04, they shall immediately be restricted from the use of Department issued firearms.
- B. As long as the underlying order remains in effect, this restriction shall apply to the carrying, possessing, or discharging of a Department firearm or ammunition.
- C. Said restriction shall prohibit assignment to any post or assignment that requires weapons use and participation on **any** special operations unit which may involve weaponry, including, but not limited to the Critical Incident Response Team (CIRT), Special Response Team (SRT), High Risk Transportation Team (HRT), and K9 Team.
- D. Said restriction shall also prohibit participation in weapons re-qualification during the period the order is in effect.
- E. Regardless of any modification to a restraining order or protection order as defined in 103 DOC 238.04, as authorized by the court, which allows an employee to utilize a weapon during the course of their duties, the above outlined weapons restriction shall remain in effect.
- F. If an employee has authorization to store a Department firearm(s) at the employee's place of residence, the authorization shall therefore be suspended immediately and the employee shall turn in their weapon(s)

shall be confiscated to the respective armorer in accordance with 103  
DOC 508, *Firearms, Section 508.07 (C)(1)(c)*.

## Domestic Violence & Sexual Assault Service Providers in Massachusetts

*Programs provide assistance to victims of domestic violence, sexual assault or stalking regardless of gender pursuant to their internal policy. Please call for available services.*

### WESTERN MASSACHUSETTS

<b>Elizabeth Freeman Center</b> www.elizabethfreemancenter.org	Pittsfield	866-401-2425
<b>Center for Women and Community - UMASS</b> www.umass.edu/cwc	Amherst	413-545-0800
<b>New England Learning Center for Women in Transition (NELCWIT)</b> www.nelcwit.org	Greenfield	413-772-0806
<b>Safe Passage</b> www.safepass.org	Northampton	888-345-5282
<b>Womanshelter/Compañeras</b> www.womanshelter.org / www.alianzadv.org	Holyoke	413-536-1628
<b>YWCA – Arch, of Western Massachusetts</b> www.yvworks.org	Springfield	800-796-8711

### CENTRAL MASSACHUSETTS

<b>YWCA Central Mass</b> www.ywacm.org/domestic-violence	Worcester	508-755-9030
<b>New Hope, Inc.</b> www.new-hope.org	South County/Webster	800-323-4673
<b>Pathways for Change</b> www.pathwaysforchange.help	Worcester	800-870-5905
<b>Spanish American Center</b> www.spanishamericancenter.org	Leominster	978-534-3745
<b>Voices Against Violence</b> www.smoc.org/voices-against-violence.php	Framingham	800-593-1125
<b>Wayside Valley Rape Crisis Program</b> www.waysideyouth.org/trauma-intervention	Milford	800-511-5070

### NORTHEAST MASSACHUSETTS

<b>Alternative House</b> www.alternative-house.org	Lowell	888-291-6228
<b>Help for Abused Women and their Children (HAWC)</b> www.hawcdv.org	Salem	800-547-1649
<b>North Shore Rape Crisis Center</b> www.ywcansrcc.org	Lynn	877-509-9922
<b>Center for Hope and Healing</b> www.chhinc.org	Lowell	800-542-5212
<b>Supportive Care, Inc.</b> www.supportivecareadv.org	Lawrence/Haverhill	978-686-1300
<b>Jeanne Geiger Crisis Center</b> www.jeannegeigercrisiscenter.org	Newburyport/Amesbury	978-388-1888
<b>YWCA Northeastern Massachusetts</b> www.ywcanema.org	Lawrence	877-509-9922

**SOUTHEAST MASSACHUSETTS**

<b>A New Day, Health Imperatives</b> www.healthimperatives.org	Brockton/Quincy/Plymouth	508-588-8255
<b>A Safe Place</b> www.asafeplacenantucket.org	Nantucket	508-228-2111
<b>Family &amp; Community Resources</b> www.fcr-ma.org	Brockton	800-281-6498
<b>Cape Cod Center for Women</b> www.capecodshelter.org	Falmouth	800-745-0003
<b>CONNECT to End Violence</b> www.mvcommunityservices.com	Vineyard Haven/Oak Bluffs	508-693-7900
<b>Independence House, Health Imperatives</b> www.indhouse.net	Brockton Hyannis/Falmouth/Orleans/Provincetown	508-588-8255 800-439-6507
<b>New Hope</b> www.new-hope.org	Attleboro/Taunton/Milford/Southbridge	800-323-4673
<b>South Shore Resource and Advocacy Center</b> www.thesswrc.org	Plymouth	508-746-2664
<b>SSTAR Women's Center</b> www.sstar.org	Fall River	508-675-0087
<b>The Women's Center</b> www.thewomenscentersc.com	New Bedford/Fall River	508-999-6636

**GREATER BOSTON**

<b>Asian Task Force Against Domestic Violence</b> www.atask.org/site	Boston	617-338-2355
<b>Boston Area Rape Crisis Center (BARCC)</b> www.barcc.org	Cambridge	800-841-8371
<b>Casa Myrna Vezquez, Inc.</b> www.casamyrna.org	Boston	877-785-2020
<b>Centers for Violence Prevention and Recovery at Beth Israel Deaconess Medical Center</b> www.bidmc.org	Boston	617-667-8141
<b>DOVE Inc.</b> www.dovema.org	Quincy	888-314-3683
<b>Elizabeth Stone House</b> www.womenshelters.org/det/elizabeth-stone-house-inc	Roxbury	617-409-5413
<b>FINEX House</b> www.finexhouse.org	Jamaica Plain/Boston	617-288-1054
<b>HarborCOV</b> www.harborcov.org	Chelsea	617-884-9909
<b>Passageway @ Brigham &amp; Women's Hospital</b> www.brighamandwomens.org	Boston	617-732-8753
<b>Portal to Hope</b> www.portaltohope.org	Salisbury	781-306-6678
<b>REACH Beyond Domestic Violence</b> www.reachma.org	Waltham	800-899-4000
<b>Renewal House</b> www.uuum.org	Roxbury/Boston	617-566-6881
<b>RESPOND Inc.</b> www.respondinc.org	Somerville	617-623-5900
<b>The Elizabeth Stone House</b> www.stonehouseinc.org	Jamaica Plain/Boston	617-427-9801
<b>The Second Step</b> www.thesecondstep.org	Newton	617-965-3999
<b>Transition House</b> www.transitionhouse.org	Cambridge	617-661-7203

<b>NATIONAL AND STATEWIDE PROGRAMS</b>		
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<b>SafeLink</b>	Domestic Violence Hotline	877-785-2020
<b>The Network/La Red</b>		
Ending abuse in lesbian, bisexual Women, and Transgender communities		617-742-4911
<b>Asian Task Force Against Domestic Violence</b>		617-338-2355
<b>Llamanos y hablemos</b>	Spanish Sexual Assault Helpline	800-223-5001
<b>National Domestic Violence Hotline</b>		800-799-7233
<b>National Sexual Abuse Hotline</b>		800-656-4673

<b>NON-EMERGENCY SERVICE PROVIDERS</b>		
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<b>AWAKE Program (Children’s Hospital)</b>	Boston	617-355-6000
<b>Boston Medical Center, Domestic Violence Program</b>	Boston	617-414-5457
<b>Community Advocacy Program</b>	Boston	617-373-5779
<b>Domestic Violence Services Network</b>	Concord	888-399-6111
<b>HAVEN at MGH</b>	Boston	617-724-0054
<b>International Institute of Boston</b>	Boston	617-695-9990
<b>Journey to Safety</b>	Waltham	781-647-5327
<b>MA Alliance of Portuguese Speakers</b>	Cambridge	617-864-7600
<b>Project “We Can Talk About It” Children’s Charter</b>	Waltham	781-894-4307
<b>RHSP Scattered Sites</b>	Lowell	978-459-0551
<b>SAHELI: Friendship for South Asian Women</b>	Statewide	866-472-4354
<b>The Domestic Violence/Sexual Assault Program of Newton Wellesley Hospital</b>	Newton	617-243-6521

## Massachusetts Rape Crisis Programs

All Rape Crisis Center **Hotlines** are available **24/7**, every day of the year.  
Programs may have more than one location, please call for the location nearest you.

*Programs provide assistance to victims of domestic violence, sexual assault or stalking regardless of gender pursuant to their internal policy. Please call for available services*

The Rape Crisis Centers listed above offer **free**, confidential services for adolescent and adult survivors and for people who care about survivors of all ages. Trained rape crisis counselors at local programs:

- Provide 24/7 hotline counseling, information, and referrals
- Will meet a sexual assault survivor 24/7 at a hospital or a police station
- Will go with a sexual assault survivor to court
- Provide individual counseling (some also offer support group counseling)
- Provide prevention education; professional training; outreach

### WESTERN MASSACHUSETTS

<b>Elizabeth Freeman Center</b> Sexual Assault Prevention & Survivor Program	Pittsfield	Hotline	866-401-2425
<b>New England Learning Center for Women in Transition (NELCWIT)</b>	Greenfield	Hotline	413-772-0806
<b>Everywoman's Center</b> University of Massachusetts – Amherst	Amherst	Hotline	413-545-0800
<b>YWCA of Western Massachusetts</b> Sexual Assault Prevention & Survivor Program	Springfield	Hotline	800-796-8711

### CENTRAL MASSACHUSETTS

<b>Pathways for Change</b>	Worcester	Hotline	800-870-5905
<b>Wayside Trauma Intervention Services</b> <b>Valley Rape Crisis Program</b>	Milford	Hotline	800-511-5070
<b>Voices Against Violence</b>		Hotline	800-593-1125
<b>South Middlesex Opportunity Council</b>	Framingham	Hotline	508-626-8686

### NORTHEAST MASSACHUSETTS

<b>Center for Hope and Healing</b> <b>Rape Crisis Services of Greater Lowell</b>	Lowell	Hotline	800-542-5212
<b>YWCA of Greater Lawrence</b> Sexual Assault Prevention & Survivor Program	Lawrence	Hotline	877-509-9922

**SOUTHEAST MASSACHUSETTS**

<b>A Safe Place</b> Sexual Assault Prevention & Survivor Program	Nantucket	Hotline	508-228-2111
<b>The Women's Center</b> New Bedford Women's Center	New Bedford	Hotline	8508-999-6636
<b>A New Day</b> Health Imperatives	Brockton	Hotline	508-588-8255
<b>Independence House</b> Cape Cod Rape Crisis Center	Hyannis	Hotline	800-439-6507
<b>CONNECT to End Violence</b> Martha's Vineyard Community Services	Vineyard Haven	Hotline	508-696-7233
<b>New Hope</b>	Attleboro	Hotline	800-323-4673

**BOSTON & 128 AREA**

<b>Boston Area Rape Crisis Center (BARCC)</b>	Cambridge	Hotline	800-841-8371
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**COALITION (Note: not a service provider\*)**

<b>Jane Doe Inc: Massachusetts Coalition Against Sexual Assault and Domestic Violence</b>		<i>*no hotline services</i>
Jane Doe Inc.	Boston Office	617-248-0922

**STATEWIDE RESOURCES BY COUNTY – GENERAL RESOURCES**

The following is a list of general sexual assault and domestic violence resources located throughout the Commonwealth

<b>Women Veterans Health Care Call Center</b>	855-829-6636
<b>Massachusetts Department of Transitional Assistance (DTA) Assistance Line:</b>	877-382-2363
<b>Safelink: Statewide Domestic Violence Hotline</b>	877-785-2020
<b>Llámanos: Statewide Spanish Rape Crisis Hotline</b>	800-233-5001

**NORFOLK COUNTY**

<b>The Disabled Persons Protection Commission</b>	Office: 617-727-6465
	Hotline: 800-426-9009
<b>National Guard Family Program of Massachusetts</b>	339-202-4800

**SUFFOLK COUNTY**

<b>Home Base Veteran and Family Care</b>	617-913-4772
<b>Children's League of Massachusetts</b>	617-695-1991
<b>Massachusetts Statewide Military Sexual Trauma Coordinators</b>	Boston Regional Benefit Office JFK Federal Building 15 New Sudbury Street Boston, MA 02203
<b>Jane Doe Inc.: Massachusetts Coalition Against Sexual Assault and Domestic Violence</b>	Office: 617-248-0922
<b>Statewide Advocacy for Veterans' Empowerment (SAVE) Department of Veterans' Services</b>	617-210-5743
<b>Women Veterans' Network</b>	617-210-5001
<b>Massachusetts Alliance of Portuguese Speakers (MAPS)</b>	Cambridge Office: 617-864-7600
<b>Massachusetts Children's Alliance (MACA)</b>	617-573-9800
<b>Massachusetts Office for Victim Assistance (MOVA)</b>	Boston Office: 617-586 1340 AskMOVA Hotline: 844-878-6682
<b>Massachusetts Department of Children and Families (DCF)</b>	Office: 617-748-2000 Child-at-Risk Hotline: 800-792-5200
<b>Massachusetts Department of Public Health Bureau of Community Health and Prevention Division of Sexual and Domestic Violence</b>	617-624-5528
<b>Massachusetts Sexual Assault Nurse Examiner (SANE) Program Department of Public Health</b>	617-624-6052
<b>Office of the Attorney General Victim Compensation and Assistance Division</b>	617-963-2160
<b>Statewide Advocacy for Veterans' Empowerment (SAVE)</b>	617-210-5743
<b>Victim Rights Law Center</b>	617-399-6720
<b>Women Veterans' Network</b>	617-210-5001

**MIDDLESEX COUNTY**

<b>Massachusetts Alliance of Portuguese Speakers (MAPS)</b>	617-864-7600
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**MIDDLESEX COUNTY**

<b>Massachusetts Office for Victim Assistance (MOVA)</b>	617-585-1340
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<b>Llámanos: Statewide Spanish Rape Crisis</b>	Hotline: 800-223-5001
Operated by the YWCA of Western Massachusetts	

## Massachusetts Certified Batterer Intervention Programs

Represents those agencies certified in Batterer Intervention by the Mass. DPH, for more information you may contact DPH at 617-624-5497. Programs may have more than one location, please call for the location nearest you.

*Programs provide assistance to those with controlling and/or abusive behavior regardless of gender pursuant to their internal policy. Please call for available services.*

WESTERN MASSACHUSETTS		
Domestic Violence Program Gandara Mental Health	Springfield	413-846-0418
Proteaus Behavioral Health Network	Springfield	413-967-6241
CENTRAL MASSACHUSETTS		
New Hope, Inc. RESPECT	Worcester	877-222-0083
Proteaus Behavioral Health Network	Ware	413-967-6241
Spectrum Health Systems, Inc. P.A.V.E.	Leominster	978-466-3820
NORTHEAST MASSACHUSETTS		
Jeanne Geiger Crisis Center	Lawrence	978-989-0607
Eliot Community Human Services	Lynn/Malden/Gloucester	781-864-4753
SOUTHEAST MASSACHUSETTS		
Family and Community Resources, Inc.	Brockton	508-584-2077
Family Violence Offender Program	Hyannis	508-778-1980
High Point Treatment Center	New Bedford	508-717-0522
Stop Taking Others' Power (STOP)		
New Hope, Inc. RESPECT	Attleboro	877-222-0083
Stanley Street Treatment and Resources (SSTAR)	Fall River	508-324-3597
GREATER BOSTON		
Bay State Community Services Project Safe	Quincy	617-471-8400
Billings Human Services Project Safe	Norwood	781-762-0060
Common Purpose	Jamaica Plain	617-522-6500
EEMERGE	Cambridge	617-547-9879
Mass Alliance of Portugese speakers (MAPS)	Cambridge	617-864-7600

## Other Resources

*Programs provide assistance to victims of domestic violence, sexual assault, or stalking regardless of gender pursuant to their internal policy. Please call for available services.*

OTHER RESOURCES		
<b>Disabled Persons Protection Commission (DPPC)</b>	Quincy	800-426-9009
<b>Elder Abuse Hotline</b>	Statewide	800-922-2275
<b>Elder Abuse Hotline</b>	Statewide	888-243-5337 617-727-4764TTY
<b>Mass. Society for the Prevention of Cruelty to Animals</b>	Boston	800-628-5808
<b>Mass. Society for the Prevention of Cruelty to Children</b>	Boston Worcester	617-587-1500 508-767-3032
<b>The Network/La Red</b>	Statewide	617-742-4911
<b>National Domestic Violence Hotline</b>	Nationwide	800-799-7233(SAFE) 800-787-3224(TTY)
<b>National Sexual Assault Hotline</b>	Nationwide	800-656-4673(HOPE)
<b>Stalking Resource Center</b>	Nationwide	800-394-2255

**Domestic Violence and Sexual Assault Resources  
for Military Personnel**

<b>Massachusetts Statewide Programs</b>	
<p><b>Home Base</b>            Veteran and Family Care            One Bowdoin Square            Boston, MA 02114            Services Offered: MSTC            Office Phone: 617-913-4772  <a href="http://www.homebase.org">www.homebase.org</a></p>	<p><b>Statewide Advocacy for Veterans' Empowerment (SAVE)</b>            Department of Veterans' Service            600 Washington St., 7th Floor            Boston, MA 02111            Phone: 617-210-5743</p>
<p><b>Massachusetts Statewide Military Sexual Trauma Coordinators</b>            Boston Regional Benefit Office            JFK Federal Building            15 New Sudbury Street            Boston, MA 02203</p>	<p><b>Women Veterans' Network</b>            600 Washington Street, 7th Floor            Boston, Ma 02111            Office Phone: 617-210-5781</p>
<p><b>National Guard Family Program of Massachusetts</b>            14 Minuteman Lane            Wellesley, MA 02481            Phone: 339-202-4800            E-mail: MANGFamily@aol.com</p>	<p><b>Women Veterans Health Care Call Center</b>            Nationwide Phone: 855-829-6636</p>
<b>West (Berkshire, Franklin, Hampden, Hampshire)</b>	
<p><b>Air Force</b>            Westover Air Reserve Base            57 Patriot Avenue            Chicopee, MA 01022            DSN 589-3862            Office Phone: 413-687-3543            SARC Contact: 413-557-7272</p>	<p><b>National Guard</b>            104th FW Family Program Office            Barnes Air National Guard Base            Westfield, MA 01085            Phone: 413-568-9151 ext. 6981183</p>
<p><b>Army</b>            Watervliet Arsenal            1 Buffington Street            Watervliet, NY 12189-4050            SHARP Phone: 518-266-3699</p>	<p><b>Springfield Vet Center</b>            95 Ashley Avenue, Suite A            West Springfield, MA 01089            Services Offered: MSTC            Phone: 413-737-5167</p>
<p><b>National Guard</b>            Family Assistance Center            Springfield Armory            Springfield, MA 01109            Phone: 781-771-7285, 339-202-5594</p>	

**Central (Worcester)**

<b>National Guard</b> Family Assistance Center Worcester Armory Worcester, MA 01605 Phone: 781-771-5632, 339-202-4398	<b>Worcester Vet Center</b> 255 Park Ave Suite # 900 Worcester, MA 01609 Services Offered: MSTC Phone: 508-753-7902
<b>VA Central Western Massachusetts Healthcare System</b> Women Veterans Program 421 North Main Street Leeds, MA 01053 Phone: 413-575-4672	

**Northeast (Essex, Middlesex, Suffolk)**

<b>Air Force</b> Hanscom Air Force Base Bedford, MA DSN: 845-3541 Family Advocacy Program: 781-225-6385 SARC Phone: 781-225-6401 SAPR Hotline: 781-225-7272 Email: Hanscom.SAPR@us.af.mil <a href="http://www.hanscom.af.mil/About-Us/Sexual-Assault-Prevention-and-Response-Program/">http://www.hanscom.af.mil/About-Us/Sexual-Assault-Prevention-and-Response-Program/</a>	<b>Coast Guard</b> US Coast Guard D-1 427 Commercial Street Boston, MA 02109 Sexual Assault Response: Duty Hours Phone: 617-223-3484 After Hours Phone: 617-894-9603 SARC Phone: 857-488-8697 Family Advocacy Program: Phone: 617-223-3482
<b>Army</b> Natick Soldier Systems Center General Greene Avenue Natick, MA 01760 SHARP Hotline: 508-395-9141	<b>Lowell Vet Center</b> 10 George Street, Gateway Center Lowell, MA 01852 Services Offered: MSTC Phone: 978-453-1151
<b>Army</b> Fort Devens Devens, MA Sexual Harassment/Assault Response Team: Office Phone: 781-225-6401 Hotline: 781-225-7272 Domestic Violence/Family Advocacy Center: Office Phone: 781-225-6385 Hotline: 877-785-2020	<b>National Guard</b> Joint Force Headquarters Hanscom Air Force Base Bedford, MA SARC Phone: 339-202-3999 SARC Hotline: 508-889-6644 Family Assistance Center: 781-760-0727, 339-202-3147

**Southeast (Barnstable, Bristol, Dukes, Nantucket, Norfolk, Plymouth)**

<p><b>Brockton Vet Center</b> 1041L Pearl Street Suite L Brockton, MA 02301 Services Offered: MSTC Phone: 508-580-2730</p>	<p><b>National Guard</b> Family Assistance Center Wellesley Armory Wellesley, MA 02481 Phone: 781-771-7137, 339-202-4811</p>
<p><b>Cape Cod Vet Center</b> 474 West Main Street Hyannis, MA 02601 Services Offered: MSTC Phone: 508-778-0124</p>	<p><b>Navy</b> Navy Operational Support Center Quincy 85 Sea Street Quincy, MA 02169 SARC Phone: 857-939-4507</p>
<p><b>Edith Nourse Rogers Memorial Veterans Hospital</b> Military Sexual Trauma Services 200 Springs Road Bedford, MA 01730 Phone: 781-687-3226</p>	<p><b>Navy</b> Naval Station Newport SAPR 1260 Peary Street Newport, RI 02841 Victim Advocate Phone: 401-450-2327, 401-841-2283</p>
<p><b>National Guard</b> 102nd FW Family Program Office Otis Air National Guard Base Otis ANG Base, MA 02542-1330 Phone: 508-968-4855</p>	<p><b>New Bedford Vet Center</b> 73 Huttleston Avenue, Unit 2 Fairhaven, MA 02719 Services Offered: MSTC Phone: 508-999-6920</p>
<p><b>National Guard</b> Family Assistance Center Taunton Armory Taunton, MA 02780 Phone: 781-552-0931, 508-822-8024</p>	<p><b>VA Boston Healthcare System</b> Brockton Campus Military Sexual Trauma Services Services Offered: MSTC 940 Belmont Street Brockton, MA 02301 Phone: 774-826-2217</p>

**Boston**

<p><b>Boston Vet Center</b> 7 Drydock Ave, Suite 2070 Boston, MA 02210-2303 Services Offered: MSTC Phone: 857-203-6461</p>	<p><b>New England Center and Home for Veterans</b> 17 Court Street Boston, MA 02108 Office Phone: 617-371-1800 Services Offered: SA/DV Website: <a href="http://nechv.org/">http://nechv.org/</a></p>
<p><b>Coast Guard</b> Boston First Division 408 Atlantic Avenue Boston, MA 02110 SARC Phone: 857-488-8697, 617-223-3484 Legal Services: 617-223-8500 Military Police: 617-799-7084, 617-223-3333</p>	<p><b>VA Boston Healthcare System</b> Military Sexual Trauma Services Jamaica Plain Campus: 150 S. Huntington Avenue, Boston, MA 02130 West Roxbury Campus: 1400 VFW Parkway, West Roxbury, MA 02132 Phone: 774-826-2217, 617-248-1098</p>
<p><b>Coast Guard</b> US Coast Guard D-1 427 Commercial Street Boston, MA 02109 Sexual Assault Response: Duty Hours Phone: 617-223-3484 After Hours Phone: 617-894-9603 SARC Phone: 857-488-8697 Family Advocacy Program: Phone: 617-223-3482</p>	