

MASSACHUSETTS DEPARTMENT OF CORRECTION

**POLICY FOR THE PROHIBITION OF SEXUAL ASSAULT, DOMESTIC VIOLENCE,
HARASSMENT AND STALKING**

103 DOC 238

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MASSACHUSETTS DEPARTMENT OF CORRECTION	DIVISION: ADMINISTRATION
TITLE: POLICY FOR THE PROHIBITION OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, HARASSMENT AND STALKING	NUMBER: 103 DOC 238

PURPOSE: To establish Department of Correction ("Department") policy concerning the prohibition of sexual assault, domestic violence, harassment and stalking.

REFERENCES: M.G.L. Chapter 124, §§ 1, (c) and (q).
M.G.L. Chapter 209A, Executive Order 491.
M.G.L. Chapter 209 § 32
M.G.L. Chapter 209C § 15
M.G.L. Chapter 208 § 34B
M.G.L. Chapter 208 § 18
M.G.L. Chapter 258E
M.G.L. Chapter 265
M.G.L. Chapter 149 § 52E

APPLICABILITY: Staff

PUBLIC ACCESS: Yes

LOCATION: Department's Central Policy File
Deputy Commissioners Policy File
Department's Personnel Policy Manual
Domestic Violence Office
Each Institution's Policy File

RESPONSIBLE STAFF FOR IMPLEMENTATION AND MONITORING OF POLICY:

- Assistant Deputy Commissioner, Administration
- Deputy Commissioner of Administrative Services Division
- Superintendents and Division Heads
- Domestic Violence Coordinator

EFFECTIVE DATE: 06/28/2016

CANCELLATION: 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.

SEVERABILITY CLAUSE:

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.

238.01 **POLICY**

The Commonwealth has 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 work place 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 **DEFINITION OF SEXUAL ASSAULT, DOMESTIC VIOLENCE, HARASSMENT AND STALKING**

1. M.G.L. Chapter 209A § 1 of the Massachusetts General Laws defines domestic violence as a form of abuse among family or household members, which includes those individuals who are or have been involved in a substantive dating relationship. Abuse is defined as "the occurrence of one or more of the following acts between family or household members":
 - a. Attempting to cause or causing physical harm; or
 - b. Placing another in fear of imminent serious physical harm; or
 - c. Causing another to engage involuntarily in sexual relations by force, threat of force, or duress.
2. Family or household members are 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. Have 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.

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.

- 3. 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.
- 4. 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.
- 5. 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.

6. 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.
7. 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.
8. 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 238.03 (1)-(6), 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.)
9. Sexual Assault is defined as 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.

10. 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 for section 13B, 13F, 13H, 22, 22A, 23, 24, 24B, 26C, 43 or 43A of chapter 265 or section 3 of chapter 272.
11. The Department's view of sexual assault, domestic violence or harassment reflects, but is not limited to, the following considerations:
 - a. A man as well as a woman may be the victim of sexual assault, domestic violence or harassment, and a woman as well as a man may be the abuser.
 - b. The victim does not have to be the opposite sex from the abuser.

238.04 **ROLES AND RESPONSIBILITIES**

1. The Human Resources Division (HRD) of the Executive Office for Administration and Finance shall:
 - a. Issue, update and advise agency personnel in how to implement the statewide Sexual Assault, Domestic Violence, Harassment and Stalking Policy.
 - b. Provide training to agencies on the Commonwealth's policy on sexual assault, domestic violence, harassment and stalking awareness.
 - c. Disseminate informational materials for all employees, managers and supervisors.

2. The Commissioner or designee shall:

- a. 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 Human Resources Division.
- b. Ensure that each employee receives:
 - i. A copy of the Department's policy.
 - ii. Notification of any changes to the policy, as soon as administratively possible.
- c. Foster a climate in which a victim can be comfortable disclosing abuse.
- d. Strongly encourage employees to report behavior which occurs in the workplace, which they believe to be sexual assault, domestic violence or harassment.
- e. Determine the nature of disciplinary action to be taken against employee abusers.
- f. Assign an employee to function as the Domestic Violence Coordinator. The 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 Domestic Violence Coordinator may be reached twenty-four (24) hours a day/7 days a week by dialing 508-963-1853 or by contacting the Department Duty Station at 508-422-3481 and ask that the Domestic Violence Coordinator be paged.

- g. 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.

- h. 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.
- i. 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.

3. Department employees shall:

- a. Ensure that they do not participate in any form of sexual assault, domestic violence or harassment, either within or outside the workplace.
- b. Cooperate in the investigation of alleged sexual assault, domestic violence or harassment by providing information they possess concerning such matters.
- c. Report behavior in the workplace, which they believe to be sexual assault, domestic violence or stalking to their supervisor, or the police when appropriate.
- d. Report promptly in writing to the Superintendent, Division Head, or his/her designee, upon becoming the named defendant or subject of an Abuse Prevention Order as defined under M.G.L. c. 209A, M.G.L. c. 209, §32, M.G.L. c. 209C, §15, M.G.L. c. 208, §34B, or M.G.L. c. 208, §18 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). The Superintendent/Division Head shall forward all information and reports to the Department's Domestic Violence Coordinator pertaining to an employee's involvement as a defendant or subject of an Abuse Prevention Order.

- e. Report promptly in writing to the Superintendent, Division Head, or his/her designee upon becoming the named defendant in any criminal charges.
- f. Report promptly in writing to the Superintendent, Division Head, or his/her designee, upon becoming the named defendant or subject of a Harassment Prevention Order pursuant to M.G.L. c. 258E issued by a Court of the Commonwealth 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). The Superintendent/Division Head shall forward all information and reports to the Department's Domestic Violence Coordinator pertaining to an employee's involvement as a defendant or subject of a Harassment Prevention Order.
- g. For those employees who are named defendants, written notification shall be made, by the employee, to the Superintendent, Division Head, or his/her designee of each and every change in restraining order, harassment prevention order or criminal charge status.

238.05 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, and harassment and how it affects the workplace, pertinent laws, Department policies and procedures and available resources and services.

238.06 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 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:

1. An employee who is a victim, or whose family member is a victim, of sexual assault, domestic violence, harassment, or stalking (or as otherwise outlined by the applicable Collective Bargaining Agreement), provided the employee is not the 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 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 family member of the

employee. The Department's Domestic Violence Coordinator shall have the authority to approve/deny any requests for leave with pay based on the appropriateness of the request.

- a. The (fifteen) 15 days of paid leave shall not be charged to sick, vacation or personal leave accrual.
2. An employee who is a victim, or whose family 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 his/her position in the interim due to a reduction in force.
3. The Department may request the following types of documentation in connection with a request for leave for purposes of sexual assault, domestic violence or 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:
 - a. 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 member;
 - b. 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 member;

- c. 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 member;
 - d. Documentation that the perpetrator of the abusive behavior against the employee or family member of the employee 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;
 - e. Medical documentation of treatment as a result of the abusive behavior complained of by the employee or employee's family member;
 - f. 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 member in addressing the effects of the abusive behavior;
 - g. A sworn statement signed under the penalties of perjury from the employee attesting that the employee has been the victim of abusive behavior or is the family member of a victim of abusive behavior.
- 4. To the extent possible, all documentation submitted shall be kept in a secure and confidential manner so as to respect the employee's right to privacy. All such documentation shall be placed in a separate centralized file maintained by the Domestic Violence Coordinator.
 - 5. Employees who experience personal illness or injury, or must care for an ill or injured family

member as a result of sexual assault, domestic violence or 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.

6. The Department shall strongly encourage employees who are victims to notify their Superintendent, Division Head or the Department's Domestic Violence Coordinator of the existence of a restraining order, harassment prevention order or any protection order issued as defined in 103 DOC 238.03 (1)- (6) 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), which is intended to assist in protecting the employee from the abuser. Upon such notification, the Department shall make all reasonable efforts to enforce the restraining order in the workplace. Such efforts may include:
 - a. Notifying security personnel of the identity of the person against whom the order is issued (defendant);
 - b. Providing security personnel with a photograph or other identifying information, such as motor vehicle information;
 - c. Screening the employee's phone calls after proper notification has been made to said employee;
 - d. Moving the employee's workstation away from an unsecured entrance.
7. If the Department becomes aware that an active restraining order or harassment prevention order protects 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.

8. The Superintendent/Division Head or designee shall immediately notify the police if a violation of a restraining order or harassment prevention order occurs at the workplace.
9. Each Superintendent/Division Head or the Department's Domestic Violence Coordinator shall provide the attached list of Sexual Assault, Domestic Violence, Harassment and Stalking Assistance Programs (Attachment A, B and D) to employees who are victims of these acts to assist them in finding available services.

238.07 **PROCEDURES FOR INVESTIGATING AND DISCIPLINING 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. The following are guidelines for disciplining abusers:

1. Each Superintendent/Division Head or his/her designee shall immediately report any incident of sexual assault, domestic violence or harassment in the workplace, including violation of any abuse prevention order as defined in 103 DOC 238.03 (1) - (6) 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) to the appropriate law enforcement authorities.
2. The Department shall follow existing provisions in the collective bargaining agreements when disciplining abusers.
3. 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.
4. Acts of sexual assault, domestic violence or harassment, regardless of where they occur, shall

not be tolerated and may result in discipline, including, but not limited to:

- a. An oral warning or reprimand;
 - b. A written warning or reprimand to be placed in a personnel file;
 - c. Required completion of a certified batterer intervention program;
 - d. Suspension, demotion, or termination; or
 - e. Any combination of the above.
5. Incidents of sexual assault, domestic violence or harassment resulting in the conviction of a felony within the past five (5) years may be used as a factor in hiring determinations.
 6. As with all other such actions, disciplinary actions taken against 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.
 7. In order to facilitate an alleged abuser's compliance with a restraining or harassment prevention order, the Department may require him/her to accept reassignment to a different geographical location, function and/or shift.
 8. In the interim between a charge and the final disposition of a sexual assault, domestic violence or harassment offense, the Department may take action to address employees' safety concerns. Depending on the severity of the charge and the position of the alleged abuser, such actions may include the following, pending a judicial determination:
 - a. Placing the alleged abuser on leave with or without pay; or
 - b. 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.

9. All alleged abusers shall be given referrals to certified batterer intervention programs, which are contained in the attached list (Attachment C).

238.08 **RESTRICTION OF WEAPONS USE**

1. Whenever an employee becomes the subject of a restraining order, harassment prevention order or any protection order issued as defined in 103 DOC 238.03 (1) - (6) 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) he/she shall immediately be restricted from the use of Department issued firearms.
2. 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.
3. 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 Tactical Response Team (TRT), Special Response Team (SRT), High Risk Transportation Team (HRT), and K-9.
4. Said restriction shall also prohibit participation in weapons re-qualification during the period the order is in effect.
5. Regardless of any modification to an order, as authorized by the Court, which allows an employee to utilize a weapon during the course of his/her duties, the above outlined weapons restriction shall remain in effect.
6. 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's weapon(s) shall be turned into his/her respective armorer (refer to 103 DOC 508).

Attachment A

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		
Elizabeth Freeman Center www.elizabethfreemancenter.org	Pittsfield	866-401-2425
Everywoman's Center www.umass.edu/ewc	Amherst	413-545-0800
New England Learning Center for Women in Transition (NELCWIT) www.womenshelters.org/det/new-england-learning-center-for-women-in-transition-inc	Greenfield	413-772-0806
Safe Passage www.safepass.org	Northampton	888-345-5282
Womanshelter/Compañeras www.womanshelter.org	Holyoke	877-536-1628
YWCA of Western Massachusetts www.yvworks.org	Springfield	800-796-8711
CENTRAL MASSACHUSETTS		
Daybreak Resources of the YWCA Central Mass www.ywcacentralmass.org	Worcester	508-755-9030
New Hope, Inc. www.new-hope.org	South County/Webster	800-323-4673
Pathways for Change Formerly: Rape Crisis Center of Central MA www.centralmasspfc.com	Worcester	800-870-5905
Spanish American Center www.spanishamericancenter.org	Leominster	978-534-3745
Voices Against Violence www.smoc.org/voices-against-violence.php	Framingham	800-593-1125
Wayside Valley Rape Crisis Program www.waysideyouth.org/trauma-intervention	Milford	800-511-5070
YWCA/Battered Women's Resources www.ywcacentralmass.org/domestic-violence/dvs-bwr	Leominster	978-537-8601
NORTHEAST MASSACHUSETTS		
Alternative House www.alternative-house.org	Lowell	888-291-6228
HAWC - Healing Abuse Working for Change www.hawcdv.org	Salem	978-744-6841
North Shore Rape Crisis Center www.ywcansrcc.org	Lynn	800-922-8772
Center for Hope and Healing (Rape Crisis Services of Greater Lowell) www.centerforhopehealing.org	Lowell	800-542-5212
Supportive Care, Inc. www.supportivecaredv.org	Lawrence	978-686-1300
Jeanne Geiger Crisis Center www.jeannegeigercrisiscenter.org	Newburyport/Amesbury	978-388-1888

YWCA of Haverhill / Women's Resource Center www.ywcahaverhill.org	Lawrence	978-685-2480
YWCA of Greater Lawrence www.ywcalawrence.org	Lawrence	877-509-9922

SOUTHEAST MASSACHUSETTS

A New Day/Penelope's Place www.healthimperatives.org/anewday/new-day www.healthimperatives.org/penelope/home	Brockton/Quincy	508-588-8255
A Safe Place www.asafeplacenantucket.org	Nantucket	508-228-2111
Family & Community Resources www.fcr-ma.org	Brockton	800-281-6498
Cape Cod Center for Women www.capecodshelter.org	Falmouth	800-745-0003
CONNECT to End Violence www.mvcommunityservices.com	Vineyard Haven	508-696-7233
Independence House www.indhouse.net	Hyannis	800-439-6507
New Hope www.new-hope.org	Attleboro/Taunton	800-323-4673
South Shore Women's Resource Center www.thesswrc.org	Plymouth	508-746-2664
SSTAR Women's Center www.sstar.org	Fall River	508-675-0087
The Women's Center www.thewomenscentersc.com	New Bedford/Fall River	888-839-6636

GREATER BOSTON

Asian Task Force Against Domestic Violence www.atask.org/site	Boston	617-338-2355
Boston Area Rape Crisis Center (BARCC) www.barcc.org	Cambridge	800-841-8371
Casa Myrna Vezquez, Inc. www.casamyrna.org	Boston	877-785-2020
Centers for Violence Prevention and Recovery at Beth Israel Deaconess Medical Center www.bidmc.org/violenceprevention	Boston	617-667-8141
Crittenton Women's Union www.liveworkthrive.org	Boston	617-661-7203
DOVE Inc. www.dovema.org	Quincy	888-314-3683
FINEX House www.finexhouse.org	Jamaica Plain/Boston	617-288-1054
HarborCOV www.harborcov.org	Chelsea	617-884-9909
Passageway @ Brigham & Women's Hospital www.brighamandwomens.org	Boston	617-732-8753
Portal to Hope www.portaltohope.org/new	Salisbury	781-306-6678
REACH Beyond Domestic Violence www.reachma.org	Waltham	800-899-4000
Renewal House www.uuum.org	Roxbury/Boston	617-566-6881
RESPOND Inc. www.respondinc.org	Somerville	617-623-5900

The Elizabeth Stone House www.elizabethstone.org	Jamaica Plain/Boston	617-427-9801
The Second Step www.thesecondstep.org	Newton	617-965-3999
Transition House www.transitionhouse.org	Cambridge	617-661-7203

STATEWIDE PROGRAMS

SafeLink	Domestic Violence Hotline	877-785-2020
The Network/La Red Ending abuse in lesbian, bisexual Women, and Transgender communities		617-742-4911
Gay Mens' Domestic Violence Project		800-832-1901
Asian Task Force Against Domestic Violence		617-338-2355
Llamanos y hablemos Spanish Sexual Assault Helpline		800-223-5001

NON-EMERGENCY SERVICE PROVIDERS

AWAKE Program (Children's Hospital)	Boston	617-355-6369
Boston Medical Center		
Domestic Violence Program	Boston	617-414-7734
Community Advocacy Program	Boston	617-373-5779
Domestic Violence Services Network	Concord	888-399-6111
HAVEN at MGH	Boston	617-724-0054
International Institute of Boston	Boston	617-695-9990
Journey to Safety	Waltham	781-647-5327
MA Alliance of Portuguese Speakers	Cambridge	617-864-7600
Project "We Can Talk About It"		
Children's Charter	Waltham	781-894-4307
RHSP Scattered Sites	Lowell	978-459-0551
SAHELI: Friendship for		
South Asian Women	Statewide	866-472-4354
The Domestic Violence/Sexual Assault		
Program of Newton Wellesley Hospital	Newton	617-243-6521

Attachment B

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*

WESTERN MASSACHUSETTS			
Elizabeth Freeman Center Sexual Assault Prevention & Survivor Program	Pittsfield	Hotline	866-401-2425
New England Learning Center for Women in Transition (NELCWIT)	Greenfield	Hotline	413-772-0806
Everywoman's Center University of Massachusetts - Amherst	Amherst	Hotline	413-545-0800
YWCA of Western Massachusetts Sexual Assault Prevention & Survivor Program	Springfield	Hotline	800-796-8711
Statewide Spanish Rape Crisis Hotline	(Llámanos)		800-223-5001
CENTRAL MASSACHUSETTS			
Pathways for Change <i>Formerly:</i> Rape Crisis Center of Central Massachusetts	Worcester	Hotline	800-870-5905
Wayside Trauma Intervention Services Valley Rape Crisis Program	Milford	Hotline	800-511-5070
Voices Against Violence		Hotline	800-593-1125
South Middlesex Opportunity Council	Framingham	Hotline	508-626-8686
NORTHEAST MASSACHUSETTS			
North Shore Rape Crisis Center Northeast Behavioral Health	Lynn	Hotline	800-922-8772
Center for Hope and Healing Rape Crisis Services of Greater Lowell	Lowell	Hotline	800-542-5212
YWCA of Greater Lawrence Sexual Assault Prevention & Survivor Program	Lawrence	Hotline	877-509-9922

SOUTHEAST MASSACHUSETTS

A Safe Place Sexual Assault Prevention & Survivor Program	Nantucket	Hotline	508-228-2111
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The Women's Center New Bedford Women's Center	New Bedford	Hotline	888-839-6636
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A New Day Health Imperatives	Brockton	Hotline	508-588-8255
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Independence House Cape Cod Rape Crisis Center	Hyannis	Hotline	800-439-6507
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CONNECT to end violence Martha's Vineyard Community Services	Vineyard Haven	Hotline	508-696-7233
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New Hope	Attleboro	Hotline	800-323-4673
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BOSTON & 128 AREA

Boston Area Rape Crisis Center (BARCC)	Cambridge	Hotline	800-841-8371
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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

Statewide Spanish Hotline

Llámanos: Statewide Spanish Rape Crisis Operated by the YWCA of Western Massachusetts	Hotline	800-223-5001
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Coalition (Note: not a service provider*)
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Jane Doe Inc: Massachusetts Coalition Against Sexual Assault and Domestic Violence			*no hotline services
Jane Doe Inc. Boston Office			617-248-0922

Attachment C

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		
Gandara Domestic Violence Program	Springfield	866-401-2425
Moving Forward Program Service Net, Inc.	Northampton	413-587-9050
CENTRAL MASSACHUSETTS		
New Hope, Inc.	Worcester	877-222-0083
Spectrum Health Systems, Inc. P.A.V.E.	Fitchburg	978-343-2433
NORTHEAST MASSACHUSETTS		
Eliot Community Human Services	Lynn	781-581-4452
	Malden	781-306-4860
Holy Family Hospital	Methuen	978-989-9042
SOUTHEAST MASSACHUSETTS		
Brockton Family and Community Resources	Brockton	508-583-6498
	Hyannis	508-778-0927
High Point Treatment Center	New Bedford	508-994-0885
Stop Taking Others' Power (STOP)		
New Hope, Inc.	Attleboro	508-226-8286
RESPECT		
Stanley Street Treatment and Resources (S.S.T.A.R.)	Fall River	508-324-3597
GREATER BOSTON		
Bay Cove Human Services	Chelsea	607-884-6829
Bay State Community Services	Quincy	617-471-8400
Billings Human Services	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
Roxbury Comprehensive Community Health Center	Roxbury	617-541-3790

Updated 1/9/2014

Attachment D

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		
Disabled Persons Protection Commission (DPPC)	Quincy	800-426-9009
Elder Abuse Hotline	Statewide	800-922-2275
Elder Abuse Hotline	Statewide	888-243-5337
		617-727-4764TTY
Mass. Society for the Prevention of Cruelty to Animals		
	Boston	800-628-5808
Mass. Society for the Prevention of Cruelty to Children		
	Boston	617-587-1500
	Worcester	508-767-3032
The Network/La Red	Statewide	617-742-4911
National Domestic Violence Hotline	Nationwide	800-799-7233 (SAFE)
		800-787-224TTY
National Sexual Assault Hotline	Nationwide	800-656-4673 (HOPE)
Stalking Resource Center	Nationwide	800-394-2255

Updated 1/9/2014