



You or someone you know at work may show physical or emotional signs of a hurtful or even abusive personal relationship. **Abusive relationships can impact a person in emotional, verbal, financial, and physical ways that also affect the workplace.** If you or someone you know is struggling with domestic violence, Johns Hopkins has resources to help. We all share the responsibility of contributing to a safe and secure workplace.

**Violence is not to be tolerated in an atmosphere of learning & progress.**



If you see physically violent behavior and/or think that the threat of violence is imminent, call **Campus Security** at the appropriate phone number listed below, or call 911.

Baltimore Harbor East	410-234-9200
Bayview Medical Center	410-550-0333
Columbia Center	410-516-9700
Dorsey Center <i>Engineering for Professionals</i>	410-516-2277
East Baltimore <i>School of Medicine, School of Nursing, School of Public Health</i>	410-955-5585
East Baltimore Medical Center <i>Johns Hopkins Community Physicians</i>	410-522-9800
Eastern Campus	443-997-7777
Homewood	410-516-7777
Montgomery County Campus	301-294-7000
Washington Center <i>Carey Business School, Krieger School of Arts &amp; Sciences (AAP), SAIS</i>	202-452-1283

**For personal support, contact the Faculty and Staff Assistance Program**  
443.997.7000  
[www.fasap.org](http://www.fasap.org)

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**For workplace concerns, contact Safe at Hopkins**

550 North Broadway, Suites 403 & 507  
Baltimore, MD 21205  
443-997-7000  
[safeathopkins@jhmi.edu](mailto:safeathopkins@jhmi.edu)

**SAFE at HOPKINS**



## Domestic Violence

More Than Meets the Eye

Faculty and Staff Assistance Program

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*Domestic violence, sometimes called intimate partner violence, includes behaviors used by one person in a relationship to control the other. Partners may be married or not married; heterosexual, gay, or lesbian; living together, separated, or dating.*

Maryland law defines abuse as one or more of the following acts:

- **Assault**
- **An act that places a person in fear of immediate serious bodily harm**
- **An act that causes serious bodily harm**
- **Rape or sexual offense**
- **Attempted rape or sexual offense**
- **Stalking**
- **False imprisonment, such as physically keeping a person from leaving or kidnapping a person.** See MD Code Ann., Fam. Law §4-501(b)(1).

Although emotional, verbal, and financial abuse are not criminal behaviors, they are forms of abuse and can lead to criminal violence.

### How do I report domestic violence?

Reporting an incident of domestic violence can feel very scary. You may also feel ashamed and want to protect your privacy. Abuse is not an accident, however. It does not happen because your partner is stressed, drinking, or using drugs. Abuse is an intentional act that one person uses in a relationship to control the other. Domestic violence is a crime, not part of a culture.

## What does domestic violence look like?

### Emotional Control

- ➔ Intimidating a partner
- ➔ Accusing a partner of having other relationships
- ➔ Threatening a partner, children, other family members, or pets
- ➔ Always putting a partner down or making him or her feel bad
- ➔ Keeping a partner from contacting friends and family

### Verbal Control

- ➔ Accusing and blaming a partner
- ➔ Name calling
- ➔ Playing down a partner's thoughts, feelings, or needs
- ➔ Hiding abuse as a joke
- ➔ Denying anger or abuse
- ➔ Threatening to commit suicide to convince a partner to do something

### Financial Control

- ➔ Taking a partner's ID, paycheck, money, credit cards, or property without permission
- ➔ Racking up debt without a partner's knowledge
- ➔ Purposely ruining a partner's credit score
- ➔ Bothering a partner at work to negatively impact his or her job
- ➔ Denying basic needs of life to a partner and/or children

### Physical Control

- ➔ Pushing, hitting, slapping, choking, kicking, or biting
- ➔ Damaging property
- ➔ Forcing a partner to have sex or to do sexual acts she or he does not want or like
- ➔ Refusing to leave or allowing someone to leave

Individual members of the Johns Hopkins community who receive threats of bodily harm or who are the targets of harassing or stalking behaviors are urged to talk with a supervisor, coworker, Human Resources, or JHU's Title IX Coordinator (410-516-8075); contact Campus Security; and to take advantage of the services offered by the Faculty and Staff Assistance Program (FASAP).

Reported acts of violence will be responded to and handled in a manner that respects the privacy of all involved. If you have questions regarding safety, contact Campus Security.

### What happens if I am reported for committing domestic violence?

The Johns Hopkins Institutions are dedicated to protecting the safety and security of its faculty, staff, employees, students, patients, and visitors. Domestic or intimate partner violence at home can be a workplace issue. Each Johns Hopkins entity—university, hospital and health system, and home care—has policies against violence which may include sexual violence. The institutions take seriously violent acts on its campuses or in its programs. As a result, it reserves the right to independently discipline any member of the faculty, staff, or student body, whether or not criminal charges are pending.

Pending the outcome of any assessment under the relevant Johns Hopkins policies, the individual may be suspended from job responsibilities and prevented from coming to campus.

### Which campus and community resources can help?

If you or someone you know is a victim of domestic violence, consider looking for Baltimore area resources available to help. Services include domestic violence shelters, legal aid, and counseling and support groups.

**For more information, contact the Faculty and Staff Assistance Program (FASAP) at 443-997-7000 or visit [www.safeathopkins.org](http://www.safeathopkins.org) for more information.**