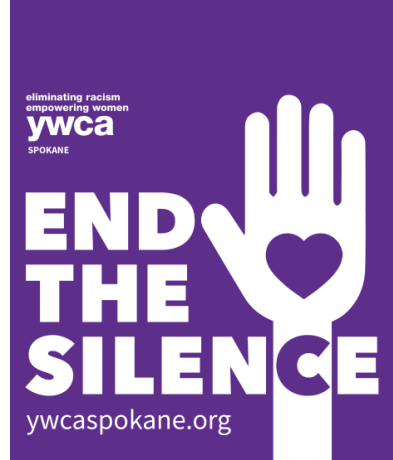


# YWCA IS ON A MISSION



## PLEDGE OF SUPPORT

### End The Silence - Domestic Violence In The Workplace Initiative

Domestic Violence doesn't stay at home. It goes to school. It goes to the grocery store. It goes to work. Domestic violence is a workplace issue. It affects the workplace in terms of bottom-line economics, increased medical expenses, absenteeism, increased risk of violence at work, productivity, and employee safety and well-being.

Believing that workplaces are ideally poised to make a difference in the lives of victims of domestic violence, the YWCA Spokane has facilitated the End The Silence initiative to provide employers and employees with the opportunity to pledge their support against domestic violence in the work place and in our community.

\_\_\_\_\_ (Company or Employee Name) pledges to support the End The Silence Domestic Violence in the Workplace Initiative by:

- Adopting a “zero tolerance” domestic violence policy that holds perpetrators of domestic violence accountable.
- Creating a workplace where the perpetration of domestic violence is neither tolerated nor excused.
- Creating a workplace environment that is safe from all forms of violence, including domestic violence and one, which assists victims of domestic violence in understanding and accessing services, information, and protections available to them.
- Examining our existing policies and procedures around domestic violence as it affects our employees. Employees affected by domestic violence need fair treatment, access to benefits and services, and we are committed to creating a workplace that is sensitive to domestic violence concerns.
- Planning and preparing to respond to victims who are being affected by domestic violence.
- Providing education and training on how to properly respond to domestic violence in the workplace to all employees.
- Providing guidance for employees and management on how to address occurrences of domestic violence and its affects in the workplace.
- Supporting community efforts to end domestic violence.

\_\_\_\_\_  
Name and Title (Please Print)

\_\_\_\_\_  
Company

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date