

Addressing Relationship Violence During Shelter In Place

Relationship abuse is characterized by controlling behavior by one person over another used to maintain power. Crises, like this pandemic, may increase feelings of loss of control and increase abusive behaviors. People who are experiencing relationship or family violence may be at an increased risk of isolation and danger due to social distancing and shelter in place mandates. It's harder to recognize something's wrong with a supervisee when working remotely. However, resources are still available.

As a manager, you are well-positioned to recognize concerns. Here are 4 strategies to support your team/staff.

1. Be knowledgeable about and notice relationship abuse
 - a. Hold regular check-ins with staff to discuss the impacts of the shelter in place mandates
 - b. Recognize signs: unusual financial stress, controlling behaviors by someone in the home, increased safety concerns, or physical injuries
2. Safely provide support & referrals to resources
 - a. Discuss and share resources safely; communications may be intercepted by those causing harm

- b. Integrate SVSH resources into a general list of resources available to all staff navigating COVID-19
3. Model and promote healthy, respectful work dynamics
- a. Affirm healthy norms & expectations in one-on-one and group settings
 - i. Engage with consent, respect, & kindness
 - ii. Set and honor personal boundaries
 - iii. Practice accountability
 - iv. Directly or indirectly take action to interrupt unhealthy behavior
4. Influence other leaders, your team & those in your staff's vicinity
- a. Counteract unhealthy or abusive attitudes by speaking directly about it
 - b. Normalize stress, while clarifying which types of behaviors are unacceptable
 - i. "We or loved ones may cope by yelling or physically harming. This is not ok."

Get a more detailed resource here: [Addressing Relationship Violence During Shelter in Place](#).

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