

How Can The Agency Reduce Domestic Violence? The Views of Corrections Officers

As part of the Law Enforcement Families Partnership based at Florida State University, Florida corrections officers were asked the following voluntary, open-ended question:

If it were entirely up to you, what are the top three changes that your agency should make to reduce domestic violence in families of criminal justice officers?

The answers below are 307 responses from correctional officers in Florida. The responses were organized into several categories including: Education, Training, Stress, No Tolerance, Counseling/Support, Salary/Time off/Reduce Workload, Family Activities/Support, Don't Know/NA, Positive Comments, Dismissal/Punishments, and Other. No answers were omitted for any reason.

Responses were copied "as is" to maintain the original tone of the answer.

Education/Training/Awareness/Programming

- Educate the force (as we are doing here)
- Education
- More literature on the subject offered.
- Greater officer education on what EAP actually is.
- Keep awareness up
- Offer more programs for individuals
- Change by education the attitudes of abusive/abused.
- More education on the subject
- More Awareness
- Supervisors have more knowledge of EAP, so they can explain it better to the staff
- Awareness
- Education
- Staff awareness on domestic violence
- More awareness
- Continue to provide more education
- Educate!!
- Educate all officers in the results of domestic violence as a victim and an offender.
- Educate Employees about domestic violence and make sure they are aware that it will not be tolerated by the agency.
- Educate
- Education
- Education and awareness
- Education concerning domestic violence is crucial.
- Education

- More Education
- EDUCATION
- Education
- Education
- Education
- Awareness.
- Have more programs available other than EAP
- I suppose the only thing the dept. could do is just make people aware of it.
Awareness can make a difference. If a man or a woman is involved in domestic violence knowing what it is and how to avoid it is the only solution. As far as top 3 I can only think of 1. Domestic violence like other things can only be taught that it is bad. There's no real way to reduce it. You can make people aware, but it's still going to happen.
- Increase awareness promote classes have open discussions
- Make People More aware
- More awareness
- More awareness
- More classes
- More classes on the subject
- More accessible access to the literature
- More teachers on the subject
- MORE Classes
- More education to new hires
- More knowledge to the staff
- More information
- My agency would implement programs to raise domestic violence awareness
- Offer More programs
- Require Mandatory DV Class
- Take mandatory domestic violence classes.
- Train staff on domestic violence such as this training.
- Allow formal training from certified domestic violence experts
- Train supervisors to be less combative with staff.
- Education
- Awareness
- Teach Staff better, on what to do and what not to do.
- Educate employees more on the seriousness of domestic violence.
- Awareness
- Awareness
- Awareness
- Easier access to programs
- Training
- Domestic violence training prior to employment or prior to entering the academy.
- Domestic violence training in the academy.
- Domestic violence training coinciding with annual defensive tactics training.

- Additional Training
- Training
- Schedule domestic violence awareness sessions, where officers are in small groups are prompted to discuss scenarios of domestic violence. This would help to discover levels of sensitivity to officer's exposure to varying levels of domestic violence, to assist in determining his/or her true feelings about the subject and expose, possibly, their sensitivity to how it relates to them.
- Have training more frequently
- More Domestic Violence training
- Offer free classes on domestic violence
- Offer more training seminars
- Leadership training for Sgt's and above
- Better access to training job related training material for officers.
- Attend advanced classes for Domestic Violence
- Training
- Much better training
- I would ensure that past victims of domestic violence were at the training and could speak about it, show pictures (graphic ones if necessary). It's amazing how far having real people standing in the room who have been through something can be.
- Like the above comment, if past victims are not possible, then telephone recordings of domestic violence situations, video, etc.
- Training
- Stop micromanagement and allow for more independent training
- Force employees to take on-site training
- More training for certified staff
- More Training
- Provide Training
- More training
- Training and prevention
- Awareness Training
- Provide quarterly training: sign a Domestic Violence Sheet
- Comprehensive training on signs/symptoms
- More training
- Give officers more on going annual training opportunities.
- Depression courses
- Domestic Violence should be annual training.
- Domestic violence training for the workers and their families as a whole. Having sessions that allow them to have their families involved as well.
- SEMINARS
- Formal Training
- Continue to train officers about domestic violence
- More training
- More training

- More Training
- More training
- Training
- Training
- Training on domestic violence
- Training, Training, Training
- Training
- Have more training
- Offering classes on becoming aware of domestic violence.
- Have employees complete domestic violence training every six months.
- Have more classes
- Include the teachings more in yearly training
- Having more domestic violence awareness group training and less computer training that nobody really has the time to study and honestly answer questions concerning the subject while on duty.
- Monthly videos, monthly surveys, monthly training
- Incorporate more domestic violence training into departmental in service training.
- More training
- More training by certified trainers and people whom were victims of domestic violence.
- More training on topic
- Workshops giving more information
- More Training
- More training
- Awareness training
- Officer/Staff Awareness Training
- Increased training for all officers in the area of domestic violence.
- Periodic in-service training
- Provide training to staff with objectives of changing their work set mind (recreational mainly)
- Video of victim's stories and pictures of after an extremely violent situation happened. (To show that this is what could happen to you) More training. The children's view of an abusive parent.
- Training
- Training
- Training

Stress

- Allow time for stress management/exercise time during workweek.
- Not enough time to wind down between shifts. You become numb after a while and you will no longer recognized the stress that is building in your system until it is too late.
- Routinely rotate officers out of high stress assignment areas.

- Set up a program where officers can meet routinely and discuss their personal issues with anger/stress/& other factors causing them to be physically violent, where they can stay anonymous, not worry about loss of job, and still improve this particular "character flaw."
- Give officers a way to cope with the stress of the job
- Relief the STRESS! There is nothing in place to assist Certified Officers with this.
- Be aware of the tremendous amount of stress that the job causes and try to eliminate as much as possible.
- Offer free stress counseling
- Create a better working environment, with stress issues persistent.
- Stress management
- Mandatory leave stress relief
- Reduce the stress in the work place.
- Stress management courses
- Programs to relieve stress.
- Give the officers a chance to use their leave to help relieve stress
- Less stress at work.
- Less stress
- Have mandatory stress relieve courses.
- I would give anyone the proper amount of stress leave they needed. I would require the officer's to take a test to see if they were prone to domestic violence.
- Less stress at work.
- Classes about how to handle stress and everyday life
- Listen to Officers when they want shift changes. May help their stress level at home.
- Lower the stress levels by hiring more staff to allow time off.
- Mandate stress management trainings which involve actual classroom experience or activities rather than just talk and video watching
- Give work hour time for stress management related activities.
- Reduce job stressors (work overload, etc)
- Reduce officer stress by paying officers better.
- Reduce stress on the job
- Reduce stress, support officers.
- Reduce the stress of the job by insuring adequate staff, training and equipment.
- OFFER STRESS RELIEF FOR THOSE DETERMINED TO SHOW SIGNS OF STRESS WITHOUT CONSEQUENCES OF LOSS OF JOB OR WAGES IT SHOULD BE A MEDICAL NECESSARY APPROVED LEAVE.
- Make Stress/Anger Management classes more readily available
- HOW TO DEAL WITH STRESS CLASSES
- Maybe more vacation time. So the mind/body can forget about the stress it absorbs over the course of time.
- More avenues for stress relief.
- Less stress
- Stress awareness training

- The financial state of the economy and not receiving yearly raises can lead to verbal altercations and escalate to domestic disputes, therefore including Stress and Anger Management Classes as a part of In-Service could help. Post on staff bulletin boards indicating available resources.
- Try to make the job as stress less as possible
- Reducing stress at work

No Tolerance

- A No Tolerance Policy for aggressors
- A No Policy Tolerance for victims, they must report, take action or lose their job.
- ZERO TOLERANCE for Domestic Violence
- No Tolerance
- Have a no tolerance policy
- Keep the zero tolerance
- No tolerance policy
- Zero tolerance

Social Support/Counseling/Anger Management

- Appoint several peer supporters, someone a victim can speak to before initiating a report.
- Ensure perps get counseling.
- More Counseling For Officers
- Have more support services
- Show moral support for officers.
- Mandatory Counseling
- Counseling
- Discuss this issue and offer support, not condemnation.
- Better counseling services
- Make counseling more available.
- Termination counseling
- Have an in-house support group
- More abuse counseling
- Offer Therapy for Abusers
- The victim needs to know there is help and support for them regardless of their situation.
- Counseling
- Supportive Help
- Give them more counseling
- Have counselors on hand.
- Have more counseling services
- Have victims to not feel intimidated when victims of abuse.
- Provide help.
- Teach officers strict codes to memorize to curb their anger (an outlet to vent)

- I think that it would be good to have an on the job domestic violence counselor. If an officer is seen as possibly being a domestic violence victim, there should be people here that are willing to step up to that officer and check to see if there is something going on that they would like to talk about.
- IF IT WERE MY CHOICE I WOULD MAKE IT MANDATORY THAT ALL EMPLOYEES WOULD HAVE TO MAKE SOME KIND OF EFFORT TO SEEK FAMILY COUNSELING IF THEY HAVE PROBLEMS AND ALSO I WOULD MAKE IT AN EASY ACCESS TO HAVE A PSYCHOLOGIST ON THE COMPOUND SO THAT IF SOMEONE WERE HAVING PROBLEMS WE WOULD HAVE SOMEONE THAT WE COULD SPEAK TO IN CONFIDENCE. AND I WOULD ALSO ADVISE ALL STAFF THAT THIS TALKING ABOUT EACH OTHER SHOULD COME TO A COMPLETE HOLT THIS IS A PUBLIC ENVIRONMENT NO HIGH SCHOOL WERE ARE ALL SUPPOSED TO BE ADULTS AND NOT CHILDREN. HOW ARE WE SUPPOSED TO SUPERVISE INMATES WHEN NO ONE IS TAKING OUR JOBS WITH THE UP MOST IMPORTANCE?
- Make it mandatory that they receive counseling or be placed in a facility until deemed ok by medical staff.
- IF BEHAVIOR IS OBSERVED MAKE COUNSELING MANDATORY IN A DISCRETE MANNER.
- Have a counselor or psychologist available.
- MANDATORY COUNSELING FOR ALL EMPLOYEES
- Better avenues far counseling and more accessible.
- More support groups
- Counseling groups
- More on the job- counseling readily available
- More support Better working conditions
- Offer staff assistance to dedicated employees
- Help through counseling
- More Counseling.
- Anger management
- Offer mental health evaluations
- Require Mandatory Counseling
- Required anger management course for everyone!
- Self improvement/anger mgmt training counseling for officer and families
mandatory reports of violence in the home
- Support Programs
- Support
- Counseling
- Anger Management courses

Salary/Time Off/Reduce Workload

- INCREASE PAY
- More \$, more \$, more \$
- More time off.

- Reduce workload and reduce the red tape
- Pay raise
- Salary Increase
- Allow timely vacations
- Financial management
- More Time Off
- Rotating Weekends
- 12hr. Shifts
- Go to 12 hour shifts for more time off to relieve stress
- Allow for more time to be taken off for down time away from the job
- 10 HOUR WORKDAY
- ROTATING SHIFTS
- ALTERNATING WEEKENDS
- 12 hour shifts more time at home with family and over time
- A pay raise.
- Easier to get a day off.
- Raise in pay
- Better benefits
- Pay raise.
- Better pay
- More days off
- More staff (above 3 things are all things that help relieve stress)
- Days off, days off, days off
- TIME OFF WORK
- Pay us more money
- Four day work week to have more time away from job.
- Reduce shift work.
- Rotate schedules so officers can plan to spend time with family.
- Give a three-week vacation every six months!
- Give more time off.
- Give pay increases.
- Higher more staff.
- Give pay raises to reduce the stress of financial obligations.
- Make it financially easier live function for an officer ie: a raise!!!
- Give us a Raise.
- Increase workforce.
- Pay for overtime.
- Better pay
- More time off
- More time off better training stiffer punishment when proven violence occurs
- More time off more money caring not just talk
- Better Pay
- Fewer work hours
- More money

- More pay
- More pay
- Giving more time off.
- I would give every Officer a raise so that the stress of financial burden would not be a factor.
- Increase Pay
- Better benefits
- Better retirement
- Increase salary
- Manageable workload
- More vacation time per year
- Increase their salary so they won't fight over money
- Better pay/more employees
- More days off
- Overtime pay raise
- More approved time off.
- More money
- More opportunities to make more money
- Raises
- More personal time off annually
- More pay more training
- More pay.
- More staff raises
- More money
- Cut down on staff shortages give pay raises or cost of living raise.
- Offer more time off with pay for reporting,
- PAY ADVANCEMENT
- 12 HOUR SHIFT
- Pay increase.
- Better benefits.
- Lower insurance costs.
- Pay raise
- RAISE
- Rotate shift schedules
- Pay raises
- Recruit better officers by paying them more, providing a better work environment.
- Rotate shifts with every other weekend off
- Hire more
- The cycle will never change unless they start to pay more so they can pick the most qualified officers. Instead the pay is too low and the job is too difficult for most to deal with. The few good officers we have leave to pursue another job for more money.

- Work life balance occasional weekends off to spend with family pay inc. to reduce financial stress
- Make salaries more economical to today's economy

Family Activities/Support/Involvement/Social Gatherings

- Set up a secondary program where families of abusive officers (even if they are officers themselves) can routinely meet for assistance/advise/moral support, etc.
- Have families of officer involved with domestic violence training
- Have more social activities with families included, it would help to know more about fellow officer's families and family dynamics
- Provide officers and family members the opportunity to have a workshop involving dv.
- Counseling family activities
- Family management
- Family meetings
- More Family functions
- Provide day care help for Officers who need it.
- Have more concern by superiors about family obligations
- More family functions after duty hours.
- Allow us more time with our families make the department a "happier" more employee friendly place to work so that we are not under additional stress because of staff shortages; a bad day at work can mean a bad day at home rotate staff
- Fund more family events
- Offer more family housing to eliminate fighting due to co-workers being neighbors
- Have spousal meeting (men groups and women groups)
- HAVE MORE FAMILY THERAPY
- NEED MORE TIME FAMILY
- Implementation of a family oriented Semi-annual training curriculum for Officers and their spouse.
- Initiate a series of annual family events that consists of involving officers family and kids (develop a rapport with families)
- INVOLVE FAMILY MEMBERS IN EMPLOYMENT ASSISTANCE PROGRAM WITH EMPLOYEE.
- HAVE SOCIAL EVENTS WITH FAMILIES AND EMPLOYEES AND SEMINARS.
- Involve the families in workshops and not just trivial classes for officers.
- Need to provide help on day care.
- Offer or make available a support group type gathering for the partners and children of law enforcement, so they have other friends and are not so isolated.
- Be pro- family for activities after work
- Encourage fellowship programs with others
- Have more staff cookouts or outings to gain officer/family involvement in order to share stressful experience.

- Provide annual trainings in recognizing domestic violence among co-workers and friends.
- More family involvement
- More family events
- More involvement with officer family such as get together cook outs family activities put on by the organization
- Develop programs to assist families at risk
- The EAP only pays for three visits. Why not have it pay for all family counseling issues?
- Encourage social functions such as office luncheons.
- Encourage Members to participate in activities completely unrelated to their jobs or co-workers.

Don't know/NA/None

- Don't know
- Not my job
- I need to worry about myself
- None
- None
- NONE
- None that I know of.
- None.
- Not sure. They try to make domestic violence awareness know as much as possible.
- Nothing
- Nothing
- I do not know of any.
- I don' know
- I don't know.
- Na
- No comment
- No comment
- No comments
- No suggestions
- No suggestions
- N/A
- N/A
- I would not change anything.
- I would not change anything.
- Change nothing
- I would not make any changes.
- I am not sure.
- I can't think of anything that I would add or change
- I do not feel that there are any changes.

- I don't know what to change cause I've never been involved in domestic violence
- I don't feel any changes need to be made in our agency.
- I really don't know.
- I'm not sure.
- Unknown

Good/Positive Comments

- Everything is good.
- Everything is great!
- I feel that my agency is doing everything for domestic violence.
- I feel our agency has policies that are in place to help all victims whether officers or civilians
- I think that everything is ok how it is.
- I think the Department offers plenty of resources that help domestic violence victims its up to the victim to use these resources.
- I think they are doing as much as they can.
- They are doing a great job now.
- I believe that the agency is doing everything possible to make sure Officers are aware of Domestic Violence.
- I believe that the Department is doing a great job making employees aware of the seriousness of Domestic Violence.
- I support my department's current policy.

Dismissal /Punishments /Termination/Consequences

- Prison time
- De-Certification
- Limit possession of weapons.
- Increase 1st time punishment from demotion to dismissal.
- Don't let abusers get away with the abuse, punish them to the severest extent no matter what it may cost them as life is more important than trying to be big and mighty to make others feel small and fragile. (Don't let it keep happening)
- Take cases seriously and discipline should be severe. I understand the need to investigate, but if the outcome of the charge is valid, then termination should be the only course.
- If the officer is the abuser fire them.
- Consequences for domestic violence.
- Arrest staff
- Observable discipline
- Stricter consequences of the offenders.
- Reprimand for violation of policies
- Dismissed, take their certification and send them to prison with no chance of probation.
- Do not put up with it.
- Don't show favoritism if a person is beating their spouse or intimate partner punish all the same and stop hush, hush their friends.

- Don't turn a blind eye
- Dismiss
- Strict punishment for offenders.
- Sanctions
- Terminate those who have been found guilty during an investigation of D.V.
- Higher penalties
- Hold them responsible no matter what their rank was.
- Increased punishments
- Immediate Dismissal.
- Automatic dismissal
- More discipline
- More discipline for officers to engage in domestic violence
- More severe discipline for proven cases of violence
- Be placed on a six-month probation (for 1st offense). One-month suspension without pay.
- Terminate all employees charged with domestic violence
- Termination

Other

- Encourage those needing help to stop their violence (via anger mgt, counseling, etc.) and make possible such help without the present inexorability of career loss.
- The inflexibility of Domestic Violence statutes makes this an issue beyond the bounds of normal CJSTC/agency decisions, but can certainly be a lobbying point to legislators. - Be diligent in noting the distinctions between abuse types and how heavy-handed the employing agency is in managing the challenges; e.g. emotions/immaturity, name-calling, petty ridicule versus serious indicators indicative of violence, control, and threats. All are important, but some can be worked without undermining the job security which may be the only glue inhibiting a complete resort to violent actions against significant others and even coworkers/supervisors.
- BETTER STAFF FACILITIES
- STOP TAKING ADVANTAGE OF SUPERVISORS OVER WORKING THEM BECAUSE THEY ARE SALARY AND YOU DONT HAVE TO PAY THEM OVERTIME .
- Pre-employment psychological evaluations
- Actively discourage officer use of alcohol
- Voluntary/involuntary hours at an abuse center
- Be more observant of your workers mental state.
- Better placement of brochures showing places and phone numbers where help can be received.
- Encourage reporting officers to report any suspicions directly to supervisors without fear of disclosure.
- Complete a survey without names on the survey to determine if staff knows of any Domestic Violence incidents.
- Make domestic violence a top priority and keep abreast of it on all levels.

- Make planner to all the consequences of Domestic Violence.
- Sit down once a year with supervisor/warden as a touch point on situation at work and home.
- Improve Physical standards to promote well being.
- Consistent policy in dealing with D.V.
- More accountability of agency when dealing with D.V. issues when officers are involved
- Emphasis more often the consequences
- Offer more open door policies for officers with such problems.
- Stop the borderline hostility that goes on between supervisors and subordinates in the department.
- Better examples within the department on how people should treat each other
- Accountability for one's actions
- Offer better asst.
- If the officer is the victim help them to get safety.
- Offer help
- Believe the accusations are possibly true, rather than brush them off.
- That just because they are an officer, don't believe that everything they say is true, if they are the abuser.
- Hire people with greater character
- Demand respect between co-workers
- Anonymous surveys
- More empathy and sympathy for staff
- Better lines of communications (outside chain of command)
- Be Proactive is reducing domestic violence.
- Openly discuss domestic violence to remove the stigma.
- Assisting staff more and understanding on getting help before discipline
- More officers in the field.
- Programs to help the abused and the abuser
- A private line to report on.
- Onsite help.
- A safe haven.
- Actions - not just words
- Proactive supervisors
- Ask more questions about injuries
- Attempt to make it easier for the victim to report the violence Be more supportive toward the victim
- Allow sufficient time for the victim to heal, physically and emotionally
- Be nicer to their staff!!!!
- Better background checks
- Better screening for applicants
- Better staffing
- Better working conditions
- Change is unlikely

- Church
- More discussions someone to listen to you when you are conflicted.
- Require officer to participate on the clock with victim advocacy groups.
- Control rumors keep it confidential and being accused of or the victim of domestic violence does not make you any less of an officer or any less of a person.
- Mental health.
- Make careful considerations of all the facts
- Don't wait for court decisions separate officers from job
- Don't hire anyone with prior history of Domestic Violence
- Find help for officers feeling aggressive all time and can't perform their job.
- Establish policy and Procedure to ensure the domestic violence issues are reported and dealt with.
- Promote assistance
- Services
- Provide Officers with and out
- Give chances to the officer, safe houses, and hear their side of the story
- Being more open about domestic violence
- Understand the problem and offer help.
- Hire people who aren't crazy in the head then we wont have people beating on each other and be stupid then we can all be friends
- I also do not think that officers who are guilty of domestic violence should have the opportunity to work in a setting such as corrections or law enforcement. I think there should be a process that before and sometime later down the road of the officer's job, some one should call family members and friends of the officer to see if there has been any domestic violence and if there is then it should be investigated. If reports are true as stated the officer should receive charges and be fired!
- I would prefer that all law enforcement officer's and families would and could live with no domestic violence, we tell inmates that they are 21 and to talk with another inmate not to get into fistacuffs with them. As a law enforcement family, I believe we should practice what we preach. I believe kindness goes a long way, and that you loved that person once or you would not have married them. Stop, and think of how you answer that loved one and the tone of voice you use. Do you talk to your dog like that? Things to think about. Lastly, if alcohol or drugs are your problem, it would appear to me that maybe you should not drink. Stop the alcohol and look at things with a clear head and eyes. Maybe what you thought was so bad, is actually the fog of the drug or alcohol.
- If charged I would immediate reassigned officers to treatment and can return to work only on a positive trial basis in no issues are uncovered.
- Create an Inter-Agency Hot-Line for Domestic Violence Reporting
- Independent reviews
- **HAVE A HOT LINE SERVICE FOR EMPLOYEES.**
- Just one change and it would be to make the consequence for a conviction for domestic violence to be termination and revoked certification.

- Keep it on the table as a problem.
- Be alert about your staff.
- Be more involved with the officer's who are victims
- Encourage help thru agencies
- Less political junk
- Let us do our job (quit micro managing) slow down on fixing things that aren't broke (policies and procedures)
- Better lines of communication outside the structure.
- Show respect to the officers of the department.
- Make it known and shown that all allegations of violence will be taken seriously and investigated, regardless of rank.
- Worry more about the administration (wardens) leading the institutions. They set the tone for the workplace and set the level of stress placed on staff, which in turn will affect the home. Further more I think this test was a waste of time!!!
- Build more comradery within the dept.
- **MAKE REPORTING EASIER AND OFFER HELP INSTEAD OF TERMINATION AND MORE PEOPLE WOULD SEEK IT AND REPORT.**
- Make sure it remains a high priority with constant discussion and focus.
- Publicize incidents where it occurs.
- Make more of the EAP and what it can do for employees; it's very seldom discussed.
- Make the Chaplain available as an alternate and confidential link in the chain of command.
- Do a better job of screening candidates for employment.
- Stop wasting tax money on these surveys that take an officer away from doing his job.
- Mandatory investigation of an Officer or his/her family members when domestic violence is suspected.
- Bi yearly questionnaire completion by employees concerning domestic violence
- More open about Domestic violence.
- Older officers attempt to remove stigma of reporting offenses consistency in punishments to offenders
- More extensive background checks
- Periodical psychological evaluations
- Stop talking about each other
- Do your job
- Less idiot work
- Better equipment
- More human resources
- More resources available for criminal justice officers that face domestic violence.
- More staff, less over time.
- Trust in admin. Personal.
- Change shifts so that we can trust others in the department.
- Interview staff concerning status at home if you notice a change in behavior.

- Intervene in situations that are leading toward domestic violence.
- More educated supervisors
- They would provide funds to assist officers families would have fail victim to domestic violence.
- Helping others
- Staff/Administration "Open Door Policy"
- Paying better attention to unscheduled leave in a way something may be wrong. Make it easier to talk to your supervisor without feeling like its a waste of time. Make a class for domestic violence that can be taught to people on how to leave the situation.
- Personally being a correctional officer I don't think the prison system can do anything to change that because their are people still involved in domestic violence that has no job... But wat think the government can do the changed this is make Florida a MUST arrest state, sentence the perpetrator to at least 5 years in prison and make them pay a find instead of allowing them to spend one night in jail with a bond then going back home and giving them a second opportunity to do even greater bodily harm or even killing there intimate partner or their family members!
- My race and sexual preference is not of any concern but my own as long as I conduct myself properly at work. I have to take this test, because it was made mandatory, if not for that I would have refused to take it.
- LESS FAVORITISM, MORE RECOGNITION
- Provide a confidential service that would allow one to continue working without the stigma of being a victim or labeled a complainer.
- Develop a better way to determine fault or dismissing the event.
- Have an employing agency withhold action until there is an adjudication of guilt, instead of assuming guilt and leaving some administrative action (e.g. termination, demotion, etc.)
- Provide more interventions for perpetrators and victims.
- Random investigations for officers in question.
- Promote bible based living a relationship that puts god first is the best answer to prevent domestic violence!
- Psych evaluations
- Put in a shelter closer to work assist in moving expenses give time off to recover from injuries resulting from the violence
- Quit your job
- Require Strict Punishment
- Stop Hiring Idiots.
- Stop making us do these surveys
- Recognize accomplishments of staff.
- They are over killing us with excessive training already!
- This line of questioning is inappropriate and should not be asked of any employee.
- Make religious services a part of training
- No to hostile work environment!

- Talk to their employees more. Create a family atmosphere for staff members.
- Encourage notification of the Employee Assistance Program.
- At times I am ashamed to work for the Department of Corrections. Several cultures that are fostered at the institutional level. Some officers act like inmates.
- Open door policy
- Protection of job
- Intervention
- Non-complacency
- Being more pro-active in the community in reference to these cases.
- Treat all cases the same.
- Report all cases as required by law.
- Have intervention plans available for staff.
- Make it where there is an open door policy to talk to your supervisor with no disciplinary actions and in confidence

Researcher Notes: We were surprised to receive so many responses, and we were impressed by the thoughtfulness of these responses. Department administrators should consider these carefully for future employee programs. We also note that although we anticipated resistance to the idea of training, the overwhelming response was for more training, with a few exceptions. - Karen Oehme 7/1/10.