

Ensign Services

Domestic Violence/Abuse Support

Domestic violence and abuse can happen to anyone and it's a scary position to be in. It's also a lonely situation to be in, leaving you to think you have nobody to turn to or you won't be able to support yourself or your children on your own. However, as an Ensign Affiliate Employee, you are supported through the Ensign Services Domestic Violence/Abuse Support Program.

What is Domestic Violence/Abuse? If your partner or a family member exhibits any of the following:

- Insults, demeans or embarrasses you with put-downs?
- Controls what you do, who you talk to or where you go?
- Looks at you or act in ways that scares you?
- Pushed you, slaps you, chokes you or hits you?
- Stops you from seeing your friends or family members?
- Controls the money in the relationship?
- Takes your money or Social Security checks, makes you ask for money or refuses to give you money?
- Makes all of the decisions without your input or consideration of your needs?
- Tells you that you're a bad parent or threatens to take away your children?
- Prevents you from working or attending school?
- Acts like the abuse is no big deal, denies the abuse or tells you it's your own fault?
- Destroys your property or threatens to kill your pets?
- Intimidates you with guns, knives or other weapons?
- Attempts to force you to drop criminal charges?
- Threatens to commit suicide, or threaten to kill you?

If you find yourself in any abusive situation, please take a moment to do the following:

1. **Contact the National Domestic Violence Hotline for counseling and support** – Ensign Services has partnered with the hotline to provide support and resources for affiliate employees affected by domestic violence/abuse. Please contact the hotline at 1-800-799-SAFE (7233) or www.thehotline.org 24/7 for access to counselors, service providers and shelters across the U.S.

Some of the others services they provide are:

- Helping you create a safety plan while in an abusive relationship, planning to leave, or after you leave. Safety planning involves how to cope with emotions, tell friends and family about the abuse, taking legal action and more.
 - They offer specialized services for the deaf, LGBTQ community, pets, immigrants, those with disabilities and pregnancy support.
2. **Ask your employer for support** - The Ensign Services Domestic Violence Policy provides leave time for victims of domestic violence/abuse. In addition, you may be entitled to reasonable

safety accommodations within the workplace. Examples of reasonable safety accommodations may be actions such as:

- Transfers;
- Reassignments;
- Modified schedules;
- Changed work telephone numbers or email addresses;
- Changed workstations;
- Changes or installation of locks; or
- Other adjustments to job structures, workplace facilities, or work requirements in response to actual or threatened domestic violence or stalking.

Contact the LOA Coordinator at (949) 540-7236 or LOA@ensignservices.net for more information.

3. **Contact the Ensign Services Employee Assistance Program (EAP)** for morale support, free mental health counseling and more. The EAP is available 24/7. Contact them via phone at 800-854-1446 (800-999-3004 TTY/TDD) or online at www.unum.com/lifebalance. You can find out more about the EAP at www.ensignbenefits.com. Click on Employee Assistance Program (EAP) on the home page.