



## **New Hire Orientation**

### **Cohort & Continued Learning Training Descriptions**

#### Cohort Learning

##### **Prevention and Intervention**

The vision of House of Ruth Maryland is for every woman to be safe in her own home. This cannot happen exclusively with intervention efforts; communities must be proactive in challenging intimate partner violence and the attitudes, systems, and behaviors that perpetuate it. After this presentation, participants will be able to list at least two unique barriers teen victims of intimate partner violence face, describe two ways to discuss healthy and unhealthy relationships with teens, describe the purpose of abuse intervention programs, and identify two reasons intervention services work better than anger management or couples counseling.

##### **Safety Planning**

While a survivor does not have control over an abusive partner's behavior, they often adapt their own behavior to account for their safety and well-being. This presentation focuses on the importance of a detailed, victim-centered safety plan that fits the needs of each survivor. After this presentation, participants will be able to define a safety plan, describe factors to consider when safety planning, identify safety planning resources, implement at least three technology-based safety planning measures, and identify factors that determine a victim's level of risk in a relationship.

##### **Survivors' Decision Process**

"Why does she stay?" is perhaps the most asked question of intimate partner violence advocates. There are countless answers to this question, but it's the wrong one to ask. During this presentation, participants will discuss the complex process behind the choices survivors are forced to make. After this presentation, participants will be able to define the term "in contact" as it relates to families experiencing intimate partner violence, explain the risk analysis victims and survivors may conduct to determine whether to remain in contact with an abusive partner, feel better prepared to serve survivors who have chosen to stay in abusive relationships, and be able to list at least two benefits and two challenges of emergency shelter services.

## **In Her Shoes**

“In Her Shoes” is an experiential learning activity about intimate partner violence. Based on the experiences of real survivors, participants will walk in the shoes of various characters. Specifically, participants will move, act, think, and make choices as a person experiencing an abusive and controlling relationship. After this activity, participants will debrief together and discuss changes they plan to make in their work based on what they’ve learned.

## Continued Learning

### **Confidentiality and Ethics**

The sensitive nature of intimate partner violence raises a host of ethical concerns. There are also unique confidentiality challenges that survivors of intimate partner violence face. After this presentation, participants will be able to understand confidentiality as a legal and ethical mandate of intimate partner and sexual violence work, discuss ethical guidelines and behavior expectations when working with vulnerable populations, and use an ethical framework to determine appropriate responses to confidentiality and other difficult decisions.

### **Legal Remedies in Maryland**

There are numerous legal tools at the disposal of survivors of intimate partner violence, but the legal system can be complex to navigate. Fortunately, House of Ruth Maryland and other organizations offer legal clinics for survivors, but many are unaware of the type of assistance they are eligible for or even what protections exist. After this presentation, participants will be able to describe the basic process for obtaining a protective order in the state of Maryland and will be able to name at least two legal remedies to intimate partner violence in Maryland.

### **Budgets and Grants Overview**

Nonprofits don’t seek to generate profit, but they are nonetheless businesses that must coordinate budgets and apply for grants in order to operate, as well as provide valid metrics of success to funders and boards of directors. After this presentation, participants will be able to understand when and how budgets are developed within a nonprofit like House of Ruth Maryland, understand the financial structure of the agency in more detail, name at least one responsibility every staff member has in budget and grant reporting, and have a better understanding of the Paychex Flex platform and other forms and procedures.