



MIKE DEWINE
GOVERNOR
STATE OF OHIO

Executive Order 2019-09D

Workplace Domestic Violence Policy in State Government

WHEREAS, the State of Ohio has a moral and ethical responsibility to continue working with all State agencies, boards and commissions to prevent the abuse, harassment and discrimination that may result from the scourge of domestic violence; and

WHEREAS, the “Barbara Warner Workplace Domestic Violence Policy” has been in place since 2008 to honor the memory of Barbara Warner, an employee in the Department of Health who tragically lost her life as a victim of domestic violence; and

WHEREAS, it is vital to the interests of the State of Ohio that the “Barbara Warner Workplace Domestic Violence Policy” continue to ensure that all State employees receive the support and services they need;

WHEREAS, it is the policy of my Administration to ensure that all State government employees have access to appropriate resources dedicated to survivors as well as to the prevention of domestic violence; and

NOW THEREFORE, I, Mike DeWine, Governor of the State of Ohio, by virtue of the authority vested in me by the Constitution and laws of this State do hereby order and direct that:

1. Each State Agency, Board or Commissions shall:
 - a. Maintain, publish, and post in an accessible location a list of resources for survivors and perpetrators of domestic violence;
 - b. Include in the definition of domestic violence intimate partner violence regardless of whether the intimate partner is a legal family or household member;
 - c. Give appropriate and reasonable consideration, within established personnel policies, to employees who are victims or survivors of domestic violence by:
 - i. Modifying their work duties, assignments, or work sites when the perpetrator and victim are employed at the same work site or are reasonably anticipated to have interaction as a result of employment;
 - ii. Granting leave requests if an employee needs to be absent from work due to current or past domestic violence;
 - iii. Working collaboratively with the Ohio Employee Assistance Program when considering corrective actions related to the job performance of a victim of domestic violence;

- d. Refer, to the extent permitted under established personnel policies, an employee who is a perpetrator of domestic violence to the Ohio Employee Assistance Program for services and/or short-term counseling;
- e. Take necessary corrective action, up to and including termination, regarding employees who commit acts or threats of domestic violence while on State property, conducting State business at a State-sponsored event, or when using State resources;
- f. As soon as can safely be done, contact appropriate law enforcement personnel regarding employees who commit acts of or threaten acts of domestic violence while on State property, conducting State business at a State-sponsored event, or when using State resources;
- g. To the extent allowed by law cooperate with any law enforcement investigation regarding domestic violence involving a State Employee as either a victim, survivor or a perpetrator of domestic violence;
- h. Not discriminate, penalize, or discipline a State employee, solely for acts resulting from being a victim or survivor of domestic violence; and
- i. Respect the confidentiality of the reporting employee and/or the victim or survivor, by informing others in the employee's and/or victim's workplace about facts associated with the domestic violence incident only to the extent necessary to protect safety or comply with the law and/or applicable collective bargaining agreements. Whenever practicable, advance notice will be given to the reporting employee if the State Agency needs to inform others about the domestic violence situation.

I signed this Executive Order on January 29, 2019 in Columbus, Ohio and it will expire ten (10) calendar days after my last day as Governor of Ohio unless rescinded before then.

Mike DeWine
 Mike DeWine, Governor

ATTEST:

Frank LaRose
 Frank LaRose, Secretary of State



Filed on: 01/30/2019
 Per: *[Signature]*
 In the Office of the Secretary
 of State at Columbus, OH
 FRANK LaROSE
 Secretary of State