

Women's Domestic Issues

PHOTOCOPY
PRESERVATION

*file domestic
Violence*

10/20/97

**FIRST LADY HILLARY RODHAM CLINTON
REMARKS TO THE INTER-AMERICAN DEVELOPMENT BANK
WASHINGTON, D.C.
OCTOBER 20, 1997**

To the Inter-American Development Bank; President Iglesias; our representative to the bank, Ron Sheman [Sheeman]...to the other sponsors of this conference...to the leaders from government, community organizations, and business here today...thank you for that warm welcome.

I would like to say a special word of thanks to the more than 20 million people who are joining us via radio around the world, and to the broadcasters and radio stations who are devoting valuable air time to carrying this conference. By shining a light on the problem of domestic violence, you are literally helping to save lives.

I would also like to say a very personal word of thanks to the people and governments of Panama, Venezuela, Brazil, and Argentina, whose countries the President and I were privileged to visit in recent days, and whose generosity of spirit I will always remember.

When I travel overseas on behalf of the United States, I always learn in new ways how very much human experience we share across national boundaries. The ideals and achievements we have in common derive from our noblest selves; some of the shared problems we confront in our different countries stem from the ways we all can fall short of who we can be. Today, I want to talk about one of those shared problems -- a devastating one.

This problem is all-pervasive -- and yet very difficult to see. In the United States and around the world, I have looked out over busy downtown streets or pastoral rural villages and seen women going energetically and competently about their everyday business. There is nothing visibly wrong with the picture. But I know too well that every country I have visited -- every country on this Earth -- shares a hidden part of the scene: when some of those women go home at night, they live with fear. Not fear of an invading army or a natural disaster or even a stranger in an alley; they fear the very people -- family members -- whom they are supposed to depend upon for help and comfort. That is the trust-destroying fear that attends every step of a victim of domestic violence.

For these women, home provides inadequate refuge; the law, little protection; and public opinion, even less empathy. Domestic and sexual violence against women remains one of the most serious and under-reported human rights violations in our region. As Secretary of State Madeleine Albright has said, domestic violence can never again be dismissed, as it so often has, as part of a country's traditional norms, or as a private set of assumptions about family life. Let us say it so loudly that every abuser can hear us: we do not believe that violence against women is 'simply cultural'; we believe it is simply criminal. And that is why the issue of violence against women is now being addressed as part of American foreign policy.

In my own lifetime, we have come a long way toward recognizing domestic violence for what it is. When I was a girl, domestic violence was still joked about on TV. When I was a teenager, it was no longer a joke, but neither was it taken seriously. Police were rarely willing to make an arrest. Only as an adult have I seen citizens -- many of them former victims of violence in the home -- rise up and say: we need to change our laws so that it is understood that it is just as much of a crime to assault a spouse as it is to assault a stranger.

A case in point is the United Nations Conference on Women. At the Nairobi conference in 1985, the issue of domestic violence was a barely acknowledged undercurrent. Ten years later, in Beijing, it was front and center. It had made its way from the grassroots to the halls of power.

With this conference, our understanding has evolved one step further. Now we are acknowledging that domestic violence is not just an assault against a citizen -- it undermines democracy itself. For so long as women are held back from full participation in the lives of their countries by any means -- including by the kind of violence women disproportionately suffer -- democracy will remain incomplete.

So I come here with a simple proposition: no woman, no girl, should have to live helplessly any longer under the shadow of that fear.

This two-day conference -- which takes place during National Domestic Violence Awareness Month here in the United States -- gives us a remarkable opportunity to ease that distress among so many girls and women.

By sharing ideas, forging strategies, and learning from each other about what has worked in various communities to bring down the rate of domestic violence, we can help women throughout the hemisphere disperse the silence that has surrounded this issue. What many of you have done in your home towns and cities has saved lives. What we do here together can save many more -- and, of even more enduring importance, can change the climate of how societies see and hear domestic violence so that young women of our daughters' and granddaughters' generations need never know such feelings of isolation -- and so that young men need never believe that abuse is even remotely acceptable.

It's appropriate that we take on this conversation now. The challenge before us is daunting -- the movement against domestic violence dares to ask how to change behaviors and assumptions that are as old as recorded history. And yet, as a great American poet, Emily Dickinson, wrote, "I dwell in Possibility." Today, together, we dwell in possibility. For this is a moment that is infused with hope, in a time ripe for positive social change.

For the countries of the Americas are undergoing profound economic, democratic and social renewal. In the last two weeks, I witnessed this renewal firsthand in Panama, Venezuela, Brazil, and Argentina.

Countries that were once paralyzed by debt or runaway inflation have embarked on tough reforms -- and now they are on the move. In fact, the economies of Latin America are expected to grow at more than twice the rate of the United States' economy in the next century.

Economic renewal has been accompanied by democratic transformation. Across the Americas, military dictatorships have given way to freely elected governments. For the first time in decades, millions of people enjoy the right to choose their own leaders, to engage actively in political life, to speak frankly, to meet in support or opposition to a cause, and to form opinions based on information gathered by a free and inquiring press.

But I think we all know that democracy, whether newly rooted or centuries old, is fragile.

It depends upon the free expression of the voices of all of its people. And democracy thrives when neither law, nor tradition, nor intimidation, nor simple ignorance -- nor the fear of physical pain at home -- bars women from speaking their truth from their hearts in public or at home.

A battered woman often feels that she and only she is living out this particular nightmare. That loneliness is part of the shame that is part of the silence. But sadly, the numbers show how very common is that lonely woman's struggle. Violence at home cuts across lines of age, race, education and class.

My own country has reason to be humble and prepare for hard work when it comes to this: 20 percent of all hospital and emergency room visits by women in the United States result from domestic violence.

And we are not alone. Across the Americas, the statistics on domestic violence present an equally sad and solemn litany.

And yet. And yet there is cause for renewed energy rather than for despair, since we now know that solutions are emerging into our view. The same countries that bear the burden of such statistics are also devising cutting-edge strategies to combat domestic violence.

Indeed, something historic is happening here that the rest of the world can emulate. The entire region has taken the lead in fighting violence against women. Domestic violence and protecting and expanding the rights of women was at the top of the agenda at the First Ladies of the Americas Conference I attended in Panama City.

Today, there are new laws against domestic violence and rape in Bolivia, Colombia, Costa Rica, the Dominican Republic, Ecuador, Nicaragua, Panama, and Peru. In these countries, loopholes have been closed. Enforcement stepped up. Prison sentences extended. Where there once were no laws against beating a spouse, now there are. Where there were laws, now those laws are tougher.

In Brazil, most major cities and towns have established special police offices to deal with violence against women. In Argentina, women have worked to incorporate domestic abuse issues in police training. Many countries now have human rights ombudsmen with special offices dedicated to protecting the rights of women.

I am proud that my husband has stood up as President to confront the violence and to protect American women. While grassroots organizing by women is vital to each country's tackling the crisis, it is only when men -- from the level of the men of the barrio to the level of the men of the Presidential palaces -- join hands with us to stand against violence against women that we will know our societies have truly been transformed. [*If you want, story about the President and domestic abuse?*]

In 1994, he fought for the Violence Against Women Act, which combined tough new penalties for offenders with funding for much-needed shelters, counseling services, public education, and research to help the victims of domestic violence.

The Federal penalties and prevention efforts included in this legislation have improved our ability to stop, prosecute and bring the full force of the law to bear on domestic violence. This landmark legislation established once and for all that domestic violence is not a matter of private differences, but rather an intolerable crime of one citizen against another.

The President also started the Office of Violence Against Women in the Department of Justice. And he appointed Bonnie Campbell, a distinguished former state Attorney General [Iowa] to head it.

Last year, the Department of Health and Human Services launched a 24-hour-a-day toll-free National Domestic Violence Hotline, so that those in trouble can find out how to get emergency help, find shelter, or report abuse. To date, the hotline has received more than 100,000 calls from all 50 states.

The President changed our immigration laws to protect legal immigrants suffering from domestic abuse. For too long, too many women stayed in abusive relationships because it was their only way to stay in this country.

They were forced to depend on an abusive spouse for citizenship. Under the new law, women may self-petition to become legal, permanent residents of the United States. No longer do they have to choose between abuse and deportation.

Finally, this administration has looked beyond our own borders. I am proud that the United States Information Agency and the United States Agency for International Development are working as partners with governments and independent organizations throughout the region to support initiatives to combat domestic violence.

It is important to point out the role non-governmental organizations are playing in this effort.

Let me give you just one example: The Inter-American Institute for Human Rights in San Jose, Costa Rica.

The Institute was founded to defend and foster respect for human rights at a time when repressive regimes controlled the lives of many of the peoples of the Americas. It offered crucial support to the brave individuals throughout the region who spoke out against torture and repression at a time when such acts often meant risking one's job, one's home -- even one's life.

In 1990, the Institute embarked on a new mission in human rights advocacy. It established a formal program on gender and human rights. When I visited the Institute with Secretary of State Albright in May, I had the opportunity to speak with women who are in the forefront of women's rights issues throughout the Americas. As they said, there is little difference between violence in politics and violence at home. Both dishonor democracy.

The Institute and women throughout the Americas also have an important ally in the Inter-American Development Bank.

To many, the connection between a development bank and the issue of violence against women is a new one. But the connection is an example of the kind of real intellectual pioneering that can improve our societies from the ground up: the Inter-American Development bank has recognized the devastating effects of domestic violence on women, including not only physical injury, mental illness, loss of self-esteem. But it has also traced another level of damage -- a level that has an impact on development. The Bank recognizes that domestic violence has direct economic costs in terms of job loss, decreased productivity in the workplace and absenteeism.

Their conclusions? Women who are abused are unable to realize their full potential and contribute to their countries' development. What's more, violence against women drains scarce community and health resources and undermines productivity. A study by the World Bank concluded that domestic violence is as large a global health burden as cancer, heart disease and AIDS. Canada has gone so far as to estimate that its economy loses \$1.6 billion a year to domestic violence.

It is hard to express how important I think it is that the Inter-American Development bank is committed to working with governments to develop far-reaching programs to stop domestic abuse -- from training judges to creating networks to treat women who have suffered violence to putting on this important conference. And I would like to take a moment to thank Mayra [Myra] Buvenick [Boo-venn-nick], the organizer of this event. She is a driving force behind the bank's efforts to see to it that a country's development is not measured solely in its balance sheets.

Investment in domestic violence will save individual lives. For that reason alone, it would be enough. But it has the potential to do more -- to teach a new generation of families that the rules have changed; that raising a hand in violence will not be tolerated.

We have made a tremendous amount of progress. But we have more to do. Let us remember that none of this progress would have happened if women themselves had not spoken out, demanded change, and forced their governments to respond to their needs.

We must encourage more women to make their voices heard, to join together in both community and national organizations, to press for change beneficial to all women.

The fundamental task of a democracy is to pass its essential beliefs on to the next generation. Central among these is the conviction that women's full humanity is an unshakable God-given truth -- and that democracy itself can never be fulfilled unless countries come to know and uphold that truth as intimately as they know their own histories.

Clinton Administration Accomplishments in Fighting Violence Against Women

The Clinton Administration has done more than any other administration in history to combat violence against women, domestic violence and sexual assault. The Violence Against Women Act, signed into law by President Clinton last year, was landmark legislation -- combining tough new penalties with programs to prosecute offenders and help women victims of violence. President Clinton fought for passage of the Violence Against Women Act and he has made effective implementation of the Act a top priority. The results speak for themselves:

- o Last March, President Clinton appointed former Iowa Attorney General Bonnie Campbell to head the Department of Justice Violence Against Women Office to coordinate the federal government's implementation of the Violence Against Women Act.
- o In July, the Attorney General and Secretary Shalala convened the first meeting of the Advisory Council on Violence Against Women, a group of experts and practitioners committed to this issue.
- o New criminal penalties are already working. Earlier this fall, a West Virginia man was sentenced to life imprisonment for brutally beating his wife and then transporting her across state lines.
- o Every state has received its share of \$26 million in grants to help train police, hire more prosecutors and improve victim services.
- o The National Domestic Violence Hotline will soon be connected, giving victims and potential victims across America a place to turn for help. One million dollars has been awarded to the Texas Council on Family Violence to set up this national, toll-free hotline for battered women.
- o The Administration has designed a new \$10 million Community Policing to Combat Domestic Violence Program. **On October 2, 1995, President Clinton will announce an additional \$10 million for this COPS program** -- in response to unprecedented interest in this program from local law enforcement agencies. The COPS office is currently accepting applications from police departments around the country to fund innovative community policing strategies aimed at domestic violence.
- o The Administration is working with states to stop sex offenders before they strike. Federal guidelines encouraging states to register sex offenders have been developed and were published for comment earlier this year. This action complements the Administration's support for "Megan's Law," New Jersey's sex offender notification system. On July 25, 1995, the New Jersey Supreme Court upheld Megan's Law as constitutional, as advocated by the state and the Department of Justice.

ADMINISTRATION ACCOMPLISHMENTS

STOPPING VIOLENCE ON THE STREETS AND IN OUR HOMES

"If children aren't safe in their homes, if college women aren't safe in their dorms, if mothers can't raise their children in safety, then the American Dream will never be real for them, no matter what we do in economic policy, no matter how strong we are in standing against the forces that would seek to undermine our values beyond our borders." --President Clinton, March 21, 1995

In a typical year, over 4.5 million American women 12 years and older are raped, robbed or assaulted or are a victim of a threatened or attempted violent crime.

Signed the Violence Against Women Act

This act, which was part of President Clinton's crime bill, takes a comprehensive approach to combating violence against women. The law will improve the responses of the police and court system to domestic violence crimes, enhance lighting in public places, force sex offenders to pay restitution, increase funding to battered women's shelters and ensure that a "stay away" order obtained against an abuser will no longer stop at the state line.

Created the Violence Against Women Office

In March 1995, the President appointed a director of the new Violence Against Women Office. The office leads a comprehensive national effort to combine tough new federal laws with assistance to states and localities to fight violence against women.

Signed the Brady Bill

The Brady law works to keep handguns out of the reach of criminals -- including men under restraining orders for stalking, harassment or other forms of domestic threats or intimidation. The law: A five-day waiting period and background check.

Signed the Assault Weapons Ban

The assault weapons ban outlaws 19 deadliest assault weapons and their copies, but specifically protects more than 650 legitimate sporting weapons. Cop-killing assault weapons, like the UZI, are the weapons of choice for drug dealers and gangs.

Introduced Operation Safe Home to Fight Crime in Public Housing

To combat violent crime and white collar crime in public and assisted housing, the Administration announced an aggressive interagency effort for a more effective Operation Safe Home Program. Between February 1994 and February 1995, local and federal law enforcement agents arrested over 3,000 individuals and seized over \$1.5 million in drugs.

Passed Family Preservation and Support Act

This President-supported law created a program that provides an array of supportive services to children and families, designed to help strengthen them and prevent child abuse. This program represents the first federal investment in prevention in the child welfare system in more than a decade.

Participants for Domestic Violence Event
October 2, 1995

SURVIVOR OF DOMESTIC VIOLENCE

TANA SHERMAN

Communications Coordinator, Partnership for Organ Donation
Andover, Massachusetts

Tana Sherman stayed with a battering husband for 20 years. As an upper middle-class professional couple, they each denied the violence. In the process, she lost her self-esteem and her confidence and came to accept her ex-husband's assertions that he had to hit her to make her less hysterical. Now 51 years old and free from violence, Tana is clear about why she stayed: "I went right into the victim mode. I lost so much self-esteem that I did not think I was worth anything."

While Tana's situation was not the most dramatically violent, it is typical of what many American women face: "It was not a frequent occurrence, but it doesn't need to be. I did not need medical attention. I hid the bruises. I never told anyone. It is so common, but women don't feel comfortable bringing it up because women feel shame and guilt, like they brought it on. Once, my children's pediatrician suspected it because he saw real fear in the kids when my husband got angry. The pediatrician was very alarmed. But I covered up for my husband. I said the kids were just nervous. And how did we react to it? We changed pediatricians. I'm very ashamed now of that kind of behavior, but when you're covering up, you're covering up."

Tana married her husband, a veterinarian, shortly after graduating from college in 1966. "I brought him home to meet my parents. He was the perfect man: professional, studying in medical school. There was no indication that he would be violent. Shortly after we were married, we had an argument and he slapped me across the face. He later said I was out of control and hysterical. And I bought it."

Finally, after 13 years, Tana scared her husband into ceasing his battery by telling a friend. Her husband had hurt her very badly -- pushed her down and kicked her body again and again. "At that point I became really scared. I picked up the phone, but then hung it up, picked it up and hung it up -- about six times -- until finally I could tell the shelter the words I had been unable to say: 'My husband is hurting me.' I told him that I had told someone, and that's when the violence against me stopped. But it continued against my children." She stayed for another seven years, trying to gain enough self-confidence to leave.

"It takes a long time to be able to leave. It's a slow process to get out. My way of doing it was to gather information. I learned as much as I could. I made connections with the local shelter. I went to hear speakers. I started therapy. And I learned about restraining orders. To this day, he does not acknowledge that he is a batterer. He says I did not have any broken bones and that he never used a fist. He does not acknowledge that I went through a lot of pain. If someone hits you and hurts you, it counts."

PRESIDENT OF MARSHALLS
JERRY ROSSI
Andover, Mass.

Jerry Rossi, president and chief operating officer of Marshalls, Inc., initiated his commitment to ending domestic violence very recently -- 1994 -- but powerfully. He became inspired when he visited a local residential home for abused children where he met a young girl who was afraid of him because of her trauma by having been raped by her father and five friends. Jerry feels domestic violence is a family issue which severely impacts children as well as women. Marshalls is a family retailer, so Jerry instinctively knew domestic violence was affecting not only his employees, but also his customers and the communities where Marshalls stores are located.

In 1994, he launched a national initiative by joining with the Family Violence Prevention Fund for which he has raised nearly half a million dollars to stop domestic violence. Marshalls has "adopted" a battered women's shelter in Boston, and helps sponsor the "Jane Doe" fundraising march in Boston annually. Marshalls also launched a public awareness campaign at the workplace. Marshalls also created a "Shop 'Til It Stops Day," when Marshalls donated a portion of sales from all its stores nationwide to the effort to end battering.

Jerry says it is the responsibility of corporate America to address domestic violence and to do everything possible to stop it -- if not for moral reasons, at least for financial: "If my Secretary comes in tomorrow and her hands are broken, it's a business issue. It affects the bottom line."

Jerry feels a passion for ending domestic violence and for creating public awareness within the business world. It was Jerry's idea that the President order all agencies to educate their employees on domestic violence. During the first meeting of the federal Advisory Council on Domestic Violence, Jerry told Attorney General Reno and HHS Secretary Shalala, "You've got hundreds of thousands of employees who need to hear about this. That should be your starting point."

On October 3, Jerry will announce recipients of the Marshalls Domestic Peace Prize awarded to seven of the most innovative local prevention strategies. The Prize is funded in part by donations from Marshalls' employees. Jerry polled his employees to ascertain their philanthropic preference and found that half preferred donating money to domestic violence over the United Way.

POLICE SERGEANT MARK WYNN
Nashville, TN

Mark Wynn first experienced domestic violence as a young boy powerlessly watching his father beat his mother. Of his decision to join the Nashville Police Department 17 years ago, Mark says, "It's not as though I just wanted to become a policeman. I had to. I saw police inaction in the '50s and '60s. I saw how it worked in the past."

For the past ten years, Mark has served as an educator of other police nationwide about the serious threat of domestic violence and has pushed for the creation of a specialized domestic violence unit. In 1994, he won his battle: The city of Nashville created a specialized unit and dedicated 33 personnel to fighting domestic violence. Mark now serves as the Detective Sergeant of this division.

Mark's program reduced homicide in the home by 70 percent in the six months alone because he focuses on prevention; that is, intervening before violence escalates to murder: "This is about valuing the family. This is family-oriented policing. It's some of the best police work that can be done because it's more than enforcement -- it's prevention work. After 17 years, you see this is one of the only ways you can do prevention. It is our belief that if we get in early enough with an arrest, we can stop the escalation to murder. There are signals before a murder. We intervene with arrest, with safety planning for the victim, and we funnel victims to shelters and programs."

Victims of domestic violence, he says, are "silent victims. Only 50 percent report. It's the most committed and least reported crime. We have ignored the root cause of most of the crime in this country. Crime on the street is learned in the home. Laws alone cannot change values," but Mark's programs mean that fewer women will be victimized and that those who are will receive the support and protection they deserve and need.

Mark has seen a lot of change, but as he says, "one of the vehicles of change is Violence Against Women Act money. I hope Congress leaves it alone." Of current Congressional action, Mark says: "We need that money bad. Right now there are two police officers from another town visiting us because they want to create a domestic violence unit. They're hoping and planning they'll get federal funds from VAWA. That is desperately needed federal money. Without it, our officers don't have a chance to create domestic violence units."

Draft Speech
TANA SHERMAN, SURVIVOR

There's a myth about domestic violence that it wouldn't strike somebody like me. For 20 years, my professional, veterinarian husband battered me in our 'perfect' middle class home in our 'perfect' suburban life.

My story began soon after I graduated from college with a degree in one hand and an engagement ring on the other. My fiancé was everything I had dreamed of and my parents had hoped for. He was charming, handsome and was studying in a medical profession.

We married when I was 22 and shortly after our wedding, we had our first argument, as all newlyweds do. As my voice rose, he suddenly slapped me across the face. Later, he explained, "You were hysterical. I had to calm you down." And I bought it.

Domestic violence became part of our lives. The violence continued and escalated for 13 years. It was not a frequent occurrence, but it doesn't need to be. Once someone hurts you, just the knowledge that it could happen again is enough to keep you under his control. I hid the bruises. I never told anyone -- even though once I showed up at work with a black eye and another time with a sore back from being pushed against a wall.

People ask, "Why did I stay?" I went right into the victim mode. I was so convinced that somehow it was my fault, that I really wasn't such a good wife. My self-esteem fell lower and lower. I did not think I was worth anything. When I threatened to leave my husband, he said he would make sure I lost custody of our child by declaring me an unfit mother. Unfortunately, I believed him.

And there are so many societal messages. I grew up always hearing that you stand by your husband. Even the town library didn't carry books on domestic violence because they said it wasn't a problem in our town.

And you start covering up. Once my pediatrician suspected it because he saw real fear in the kids when my husband got angry. I covered up for my husband. I said the kids were just nervous. And how did we react to it? We changed pediatricians. I'm very ashamed now of that kind of behavior, but when you're covering up, you're covering up.

It takes a long time to be able to leave. It's a slow process to get out. My way of doing it was to gather information. I learned as much as I could. I made connections with the local shelter. I went to hear speakers. I started therapy. And I learned about my rights for restraining orders.

Finally, there was one episode that left me so hurt and bruised -- he had pushed me down and kicked my body again and again -- that I finally broke the silence. I picked up the phone, but then hung it up; picked it up and hung it up -- about six times -- until finally I could tell the battered women's shelter, "My husband is hurting me." Those were the words I had been unable to say for so long.

It took me another seven years to finally leave him. To this day, he does not acknowledge that he is a batterer. He says I did not have any broken bones and that he never used a fist. He does not acknowledge that I went through a lot of pain. If someone hits you and hurts you, it counts. Divorce is never easy, nor is being a single mother. But with the support of my family and friends, I did it. And I'm happy to report that four years ago, I remarried a wonderful man. I also now have a challenging and stimulating career.

But I hadn't truly healed until I was able to help other women like myself. And how many there are! I became certified as a Crisis Intervention Counselor and volunteered on a domestic violence hotline. I now speak at churches, synagogues and colleges all over New England.

Whenever I speak, there's always at least one woman who stands to the side after my speech, waiting until I am alone. She approaches me and says very quietly, "I have a friend who is being abused."

There are millions of women just like me. And, Mr. President, I want to thank you for all of your work to help us. You've done more than any other President in history to raise awareness on this issue and to create real programs that save battered women before it gets too late. Mr. President, thank you.

Draft Speech
JERRY ROSSI, PRESIDENT OF MARSHALLS

I'm honored to be here today to support the President's efforts to end a national epidemic -- domestic violence. I don't have to tell anybody how powerful the U.S. government and Corporate American are. By joining forces behind this cause, we can save the lives of some of the millions of women who are battered each year. And we can make a difference in the lives of their children -- children who witness their mothers' beatings and all too often are abused.

For almost two years, Marshalls has been working to increase awareness about this issue and help the employees who are victims. I'd like to tell you about a few of the women I've met since we got involved.

About this time last year, I was riding the elevator up to my office at our corporate headquarters with a young woman who works at Marshalls. When I tried to make conversation, I noticed the bruises on her arms and the bruises on her face. I asked her to come have a cup of coffee with me in my office. We talked and I found out how she got those bruises. And we got her some help.

She's one of many employees who have come forward as a result of our efforts. There are many other women like her working within our company -- and in companies across America -- who are being battered and need our help.

Employers know how to deal with other social and personal issues in the workplace. They help employees with alcohol and drug abuse problems because they know these issues affect productivity, health-care costs and turnover. How is this issue any different?

If you think domestic violence doesn't have an impact on business and the bottom line, think about this: How can a woman come to work and do her job when she was beaten the night before?

Domestic violence affects every type of business and workplace in America. I remember meeting a former teacher from Texas. She quit a job she loved teaching second-graders because she was afraid her batterer would attack her in the classroom. Now she speaks out as a survivor and helps other women. She's one of many survivors I've met who have overcome domestic violence and gone on to make a difference in their companies and communities. And I have to tell you -- their courage and their strength inspire me.

Mr. President, I'm here to tell you that Corporate America is ready to do its part. A broad coalition of businesses, labor unions and trade associations and the Family Violence Prevention Fund are creating a National Workplace Resource Center on Domestic Violence. This Center will help organizations develop and implement workplace responses to domestic violence. Our ranks are strong and growing, but we need additional support -- both financial and business expertise -- to make the National Workplace Resource Center a reality.

On behalf of those of us in Corporate America who care about this issue, I want to thank you, Mr. President, for all of your efforts to address this issue. Over the past three years, you've done more than any other President in history to stop violence. Today, by launching an awareness campaign for hundreds of thousands of federal employees, you will save the lives of many women and make a real difference in the lives of many, many more. And, you've set an example for every employer in America to follow.

I've often said that nothing's going to change until we get more men involved in addressing this issue, especially men in leadership positions. Men must tell other men to stop hitting, beating and murdering women. Please stop.

Well, now that the top man -- the President of the United States -- is clearly doing what no other President has done before: making this issue a national priority -- things are going to change. Thank you, Mr. President, for your leadership.

And, finally, thank you for the opportunity to partner with you in ending this national epidemic. It's my hope that Corporate America and the federal government will work together to help turn victims of domestic violence into survivors.

Draft Speech
POLICE SERGEANT MARK WYNN

I first experienced domestic violence as a child in my home. It's not as though I just wanted to become a policeman. I had to. I saw the criminal justice system at its very worst for victims of domestic violence. We can't go back to the old way when the system violated the civil rights of victims of violent crime.

I became an officer 17 years ago. For the past 10 years, I've been educating other police officers about the importance of stopping domestic violence, and I've also been urging my police department to create a specialized unit to fight domestic violence. Well, we just won. Now we have a specialized unit -- one of the largest in the country -- 33 personnel dedicated to stopping violence in the home.

It's some of the best police work that can be done because it's more than enforcement -- it's prevention that actually saves lives. It is our belief that if we get in early enough with an arrest, we can stop the escalation to murder. We intervene with arrest, with safety planning for the victim, and we empower victims to pull themselves out of the deadly clutches of domestic violence. We're using a community response to domestic violence prevention and the entire community has taken responsibility for battling this crime. We've gotten the DA, the police, the courts, the churches and the community involved.

And, already, we reduced domestic murders by 70 percent in the first six months alone.

A lot of small police departments across the state call me and say we're going to dedicate one or two officers to domestic violence. That's a major investment on their part. This is major change in the attitudes of these police departments from reactive to progressive law enforcement.

One of the vehicles of change is the Violence Against Women Act money that the President signed last year. Those are desperately needed federal funds. It's going to be the fuel in the tank to push these departments down the road so that we can truly offer equal protections under the law. Police officers visit our department from all over the country looking to recreate what we have here. The small departments all tell me the same thing: We want to start a specialized unit, but it's a problem of money. They're hoping and planning they'll get federal funds from Violence Against Women's Act. Same thing from the DA's office -- the caseload is so high, but the real promise to victims is through specialized prosecutors for domestic violence. This money is going to be used to educate cops, to educate prosecutors, to shelters, to get down to saving people's lives. This is real basic -- shelters are basically refugee camps. The need is strong. We want to keep forging ahead.

There's a lot at stake. Believe me, we're talking about people's lives here. I'm not being melodramatic. We've got women walking in the door here every day, needing our help. These people are actually on the run from killers. Anybody who goes to a women's shelter and talks to these women and children would understand how important this is. We can't go

backwards. If we do, we violate the public trust. The public's got nowhere else to go but us. This is not a women's issue. A lot of people think this is a women's issue, but it's not. It's a civil rights issue. The criminal justice system in past years has not kept its promise to these victims. It's basic law enforcement duty. When I swore an oath to the constitution, I knew what it meant. I knew what it meant because it didn't keep its promise with me, my mother, my brother and my three sisters.

I have had friends who have died in the line of duty protecting people who they don't know in domestic violence incidents. For us to make light of this crime is to tarnish their memory. That's one thing I tell police officers, judges and prosecutors. Bill Clinton understands that.

When I talk to police departments around the country, I look at what it really takes to make a difference. One of the elements I've seen to reduce domestic crimes and domestic murders is strong leadership from government leaders. Without strong leadership, it just doesn't work. I'm not a politician, I'm just a civil servant but it seems to me this is the first time in a long time we've seen leadership on this from the White House. And it's crime that has to be exposed from the highest level -- really from the president on down to the cops in the street. It seems to me that strong leadership has been demonstrated here at the White House. And that leader is Bill Clinton.

This is a President who has proven that he respects the lives of women and children. And, he has also proven that he respects the lives of officers. This is a President who has put more officers like me on the streets, on the front lines. Without his leadership, we couldn't do our job.

I am so proud to introduce to you the President of the United States.

NATIONAL RESOURCE CENTER ON DOMESTIC VIOLENCE
A project of the Family Violence Prevention Fund

Charter Members of Resource Center
as of September 29, 1995

Aetna

Ronald E. Compton, Chairman

Jamie McLean, President of Aetna Health Plans

- * **contact:** Steve Moskey, Director of Consumer Issues, (203) 273-2086
Main telephone: (860) 273-0123

American Council of Life Insurance

Carroll A. Campbell, Jr., President & CEO

- * **contact:** Shaun Hausman
Main telephone: (202) 624-2000

American Federation of State, County and Municipal Employees

- * Gerry McEntee, President

- * **contact:** Catherine Collette, Director Women's Rights Department
Main telephone: (202) 452-4800

Bank of America

Richard M. Rosenberg, Chairman & CEO

Main telephone: (415) 622-3456

Food Marketing Institute

Timothy Hammonds, President & CEO

contact: Edie Clark, Director of Media Relations, (202) 429-8226

Liz Claiborne

- * **Jerome Chazen, CEO, (212) 626-3300**
contact: Jane Randall, (212) 626-3408

Maraballs

- * **Jerome Rossi, CEO**
- * **contact:** Barbara Smith, (508) 474-7313
Main telephone: (508) 474-7000

Mintz, Levin, Cohn, Ferris, Glivsky and Popeo

- * **Kenneth Novack**
(617) 348-1703

NATIONAL RESOURCE CENTER ON DOMESTIC VIOLENCE
Charter Members as of September 29, 1995

National Association of Manufacturers

Jerry J. Jasnowski, President

- * **contact:** Julie Cantor-Weinberg, (202) 637-3127
- Main telephone:** (202) 637-3000

Polaroid

I. MacAllister Booth, President & CEO

- * **contact:** Jim Hardeman, (617) 386-8288
- Main telephone:** (617) 386-2000

Service Employees International Union

- * **Bill Sweeney, President**

contact: Karen Tramantano

Main telephone: (202) 898-3200

The Body Shop

Anita Roddick, CEO

- * **David Edward, Chairman of the U.S. company, (919) 554-8327**
- * **contact:** Atlanta McIlwraith, (919) 554-8308
- Main telephone:** (919) 554-4900

The Gap

- * **Don Fisher, CEO**

Main telephone: (415) 952-4400

USL Capital

contact: Thomas S. Donohue, Manager of Corporate Contributions

Main telephone: (415) 627-9000

- * *These people are currently on the invitation list for the October 2 White House event.*

JUSTICE DEPARTMENT
BUREAU OF JUSTICE STATISTICS
NATIONAL CRIME VICTIMIZATION SURVEY

SELECTED STATISTICS ON VIOLENCE AGAINST WOMEN
IN 1992 AND 1993

Women were attacked about six times more often by offenders with whom they had an intimate relationship than were male violence victims.

Nearly 30 percent of all female homicide victims were known to have been killed by their husbands, former husbands or boyfriends. In contrast, just over 3 percent of male homicide victims were known to have been killed by their wives, former wives or girlfriends.

Husbands, former husbands, boyfriends and ex-boyfriends committed 26 percent of rapes and sexual assaults.

Forty-five percent of all violent attacks against female victims 12 years old and older by multiple offenders involve offenders they know.

The rate of intimate-offender attacks on women separated from their husbands was about three times higher than that of divorced women and about 25 times higher than that of married women.

Women of all races were equally vulnerable to attacks by intimates. However, women in families with incomes below \$10,000 per year were more likely than other women to be violently attacked by an intimate.



EXECUTIVE OFFICE OF THE PRESIDENT

OFFICE OF MANAGEMENT AND BUDGET

WASHINGTON, D.C. 20503

THE DIRECTOR

September 29, 1995

95 SEP 29 08:04

MEMORANDUM FOR THE PRESIDENT

FROM: Alice M. Rivlin
Director

AMR

SUBJECT: Proposed Executive Memorandum Entitled "Federal Employee Domestic Violence Awareness Campaign"

SUMMARY: This memorandum forwards for your consideration a proposed Executive memorandum that was prepared by the White House Office of Women's Initiatives and Programs. The proposed memorandum would direct Executive departments and agencies to institute employee awareness programs on domestic violence.

BACKGROUND: Last year, Congress recognized the serious problem of domestic violence when it passed the Violence Against Women Act as part of the Violent Crime Control Act. The new laws combine tough penalties with new programs to prosecute offenders and help women victims.

Throughout October, National Domestic Violence Month, business, labor, law enforcement, and public health and civic organizations will be working on the problem of domestic violence and seeking solutions. This Administration believes that the Federal government also has a responsibility to be a leader in this effort.

The proposed Executive memorandum, therefore, would direct Executive departments and agencies ("agencies") to institute employee awareness campaigns on domestic violence. It would direct the agencies, within six months, to implement a program to promote federal employee awareness of the problem of domestic violence and the programs and resources that are available for victims.

None of the affected agencies objects to the proposed Executive memorandum.

RECOMMENDATION: I recommend that you sign the proposed Executive memorandum.

Attachments

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

SUBJECT: Federal Employee Domestic Violence Awareness Campaign

Domestic violence is not a private, family dispute that affects only the people involved. Domestic violence is violent criminal activity that affects us all, regardless of race, income or age, in every community in this country. It means higher health care costs, increased absenteeism, and declining productivity. It destroys families, relationships and lives. More importantly, it tears at the moral fabric of who we are and undermines the very institution that has been the cornerstone of our country: the family.

In passing the Violence Against Women Act as part of the Violent Crime Control Act ("VCCA") last year, Congress recognized the seriousness of the problem of domestic violence. These new laws combine tough new penalties with programs to prosecute offenders and help women victims. In the last year, every state has received a down payment of \$246,000 in grants to help train prosecutors, police and service providers in combatting the problem of domestic violence. Moreover, because of the VCCA, every state will now ensure that women who have been assaulted will not have to pay for their medical examinations resulting from rape and other acts of violence.

Throughout October, National Domestic Violence Awareness Month, business, labor, law enforcement, public health, and civic organizations will be working to increase our understanding of this problem and create solutions that can save lives. I believe the federal government has a responsibility to be a leader in this effort.

Today, I am directing that executive departments and agencies institute employee awareness campaigns on domestic violence. Within the next six months, you should implement a program to promote federal employee awareness of the problem of domestic violence and the programs and resources that are available for victims. I support and encourage the initial plans made by the Justice Department, which include the production of a resource manual and a poster, and the scheduling of a Violence Against Women Information Fair on October 30, 1995. This fair will include speakers, artwork and exhibits.

We have a responsibility to assist all victims of domestic violence and their families trapped in a cycle of violence with

no sense of where to turn. Often, victims won't report their circumstances to the public, but they may turn to coworkers for help. Thus, by providing information to all federal workers on the programs available, we can make a contribution to the effort to protect women from abuse and reduce the level of violence in America.

This memorandum shall be published in the Federal Register.

THE WHITE HOUSE,

THE WHITE HOUSE
Office of Media Affairs

For Immediate Release Contact: (202) 456-7150
September 29, 1995

**PRESIDENT CLINTON TO DELIVER ADDRESS
ON DOMESTIC VIOLENCE
AND MEET WITH DOMESTIC VIOLENCE SURVIVORS**

Washington, D.C. - In his continuing effort to strengthen American families and insure their safety, President Clinton will meet with survivors of domestic violence on Monday, October 2, 1995, and speak about the importance of a national commitment to end violence against women. The President is concerned the current budget debate in Congress threatens to cut the number of police officers, prosecutors and programs aimed at stopping domestic violence and roll back the efforts that have helped millions of victims of domestic violence.

October is National Domestic Violence Awareness Month and the President will be joined by Health and Human Services Secretary Donna Shalala, Attorney General Janet Reno and Bonnie Campbell, Director of the Violence Against Women Office, CEO's, prosecutors and police officers.

The event is **Open Press**. News Media without White House Press credentials should call the White House Office of Media Affairs by 11:00 A.M. on Monday, October 2, 1995 with name, date-of-birth and social security number. News media should arrive at the North West gate by noon, Monday, October 2 with valid press identification and proceed to the press lobby to be escorted to the East Room.

WHAT: President to address Domestic Violence

WHEN: Monday, October 2, 1995

TIME: 1:00 P.M. (Press escort 12:15 PM)

WHERE: The East Room

Participants include:

Tana Sherman, survivor of domestic violence from Andover, Mass. - Ms. Sherman was a victim of domestic violence for 20 years. She went to a shelter for help after her son was beaten.

Jerry Rossi, President and CEO, Marshalls, Inc. Andover, Mass. - In 1994, Jerry Rossi launched an extensive domestic violence initiative by forming a partnership between Marshalls and the Family Violence Prevention Fund. The initiative includes: the adoption of a battered women's shelter in Boston; annual sponsorship of the "Jane Doe" fundraising march; a workplace awareness program; and donation one day a year of 1% of sales to help fight domestic violence.

Police Sergeant Mark Wynn, Domestic Violence Division, Nashville-Davidson Police Department, Nashville, Tenn. - In 1994, the Nashville-Davidson Police Department created a specialized unit to fight domestic violence with the help and guidance of Sgt. Wynn. He has spent the last 10 years educating other law enforcement officers around the nation about domestic violence with a focus on prevention and help for the victim. In the first 6 months of his program domestic violence was down by 70%.



NATIONAL DOMESTIC VIOLENCE AWARENESS MONTH, 1995

By the President of the United States of America

A Proclamation

Domestic violence disrupts communities, destroys relationships, and harms hundreds of thousands of Americans each year. It is a serious crime that takes many forms and a complex problem with multiple causes. Those abused can be children, siblings, spouses, or parents, and both victims and offenders come from all racial, social, religious, ethnic, and economic backgrounds. Among the most tragic effects of family violence is the cycle of abuse perpetuated by children and teenagers who see and experience brutality at home—these young people often lack crucial guidance to help them form strong, positive bonds of kinship.

Americans are fortunate that knowledge about domestic violence has increased and that public interest in deterrence is stronger than ever. During the past decade, vital partnerships have formed between Federal agencies and private-sector organizations to expand prevention services in urban, rural, and underserved areas across the country. These efforts have helped to coordinate aid for victims and their children — not only providing shelter, but also furnishing alcohol and drug abuse treatment, child care, and counseling. In addition, I am proud that the Violent Crime Control and Law Enforcement Act of 1994 contains tough new sanctions and includes a provision for a national "hot line" where victims can receive information and assistance.

But the struggle to end domestic violence is far from over. According to a recent Justice Department study for 1992 and 1993, women were about six times more likely than men to experience violence committed by offenders with whom they had an intimate relationship. And in 1992, nearly 30 percent of all female homicide victims were known to have been killed by husbands, former husbands, or boyfriends. We need more prevention campaigns and public awareness efforts; we must develop and share successful methods of prevention, intervention, and treatment for victims and perpetrators; and we must continue to build alliances among government, community associations, businesses, educators, and religious organizations to strengthen our families and to teach alternatives to violent behavior.

NOW, THEREFORE, I, WILLIAM J. CLINTON, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim October 1995, as "National Domestic Violence Awareness Month." I call upon government officials, law enforcement agencies, health professionals, educators, and the people of the United States to join together to end the family violence that threatens so many citizens. I further encourage all Americans to recognize the dedication of those working to end the horrors of abuse. Offering support, guidance, encouragement, and compassion to survivors, these caring individuals exemplify our Nation's highest ideals of service and citizenship.

IN WITNESS WHEREOF, I have hereunto set my hand this second day of October, in the year of our Lord nineteen hundred and ninety-five, and of the Independence of the United States of America the two hundred and twentieth.

William J. Clinton

PHOTOCOPY
PRESERVATION

A Year After Passage of Violence Against Women Act, the Fight Is Over Cutbacks

Act's Author, Sen. Joe Biden, on Why 'Devastating Cuts' Should Be Blocked by Senate

By Sen. Joe Biden

Instead of focusing on the problem of family violence and the historically dismal response of the justice system to it, much attention has been diverted lately to a dispute over just how many American women are battered — is it two or three or four million in a year?

Still more debate occurs over how many women suffer serious physical injury — is it half a million or a million or more a year?

This quibbling over numbers misses the point.

No one disputes that the number of battered women is in the millions or that the level of violence in these cases escalates over time. No one disputes the fact that we face a problem of significant magnitude that worsens with no response.

The American Medical Association — which, in its 1995 National Report Card on Violence, estimated that "up to four million women a year are battered" — has asked doctors to make recognizing and responding to physical violence in families a medical priority.

It is clear that, whatever the precise numbers, this problem cries out for bold action.

But as I learned while studying this issue over the last five years, when it comes to family violence, most police do not make arrests, most prosecutors do not press charges, most judges do not impose tough sentences — and the women and children at risk go unprotected. What was needed was a real solution to this real problem.

That's why I wrote the Violence Against Women Act. This month marks the first anniversary of its passage into law. It took four long years of hearings, reports, and courageous women who came forward to talk about their abuse to convince the Senate and the House that combating family violence and sexual assault should be a national priority.

Unfortunately, there are those in Congress who are prepared to back down from their commitment to fully fund the act. The House has already approved \$50 million in devastating cuts in the Violence Against Women Act for next year.

Now, the Senate appears to be poised to make drastic cuts in funding in the Commerce, State, and Justice appropriations bill. I will fight this retreat from our commitment to help America's families.

The long battle to pass this legislation was a nationwide educational process, bringing about a slow recognition of the nature and extent of family violence and violence against women, and culminating in a national commitment to improve the nation's dismal response.

The Violence Against Women Act is helping to make this commitment a reality. The years of debate and ultimate passage of the act not only provided the resources necessary for action, but also created momentum. Already, states have made significant strides in turning the act into action.

Police, prosecutors, judges, and women across the nation are receiving grants — \$26 million was appropriated for these grants last fiscal year — to help them work together to treat family violence as a serious crime. For too long our justice system, like our society at large, ignored physical violence between a husband and wife, or a boyfriend and girlfriend. We cannot change this unless every part of the system begins to work for, and not against, women.

The Violence Against Women Act offers federal grants to state and local coalitions of police, prosecutors, courts, and victim services — so they can take aggressive action against

Sen. Joe Biden (D-Del) is the ranking member of the Judiciary Committee.

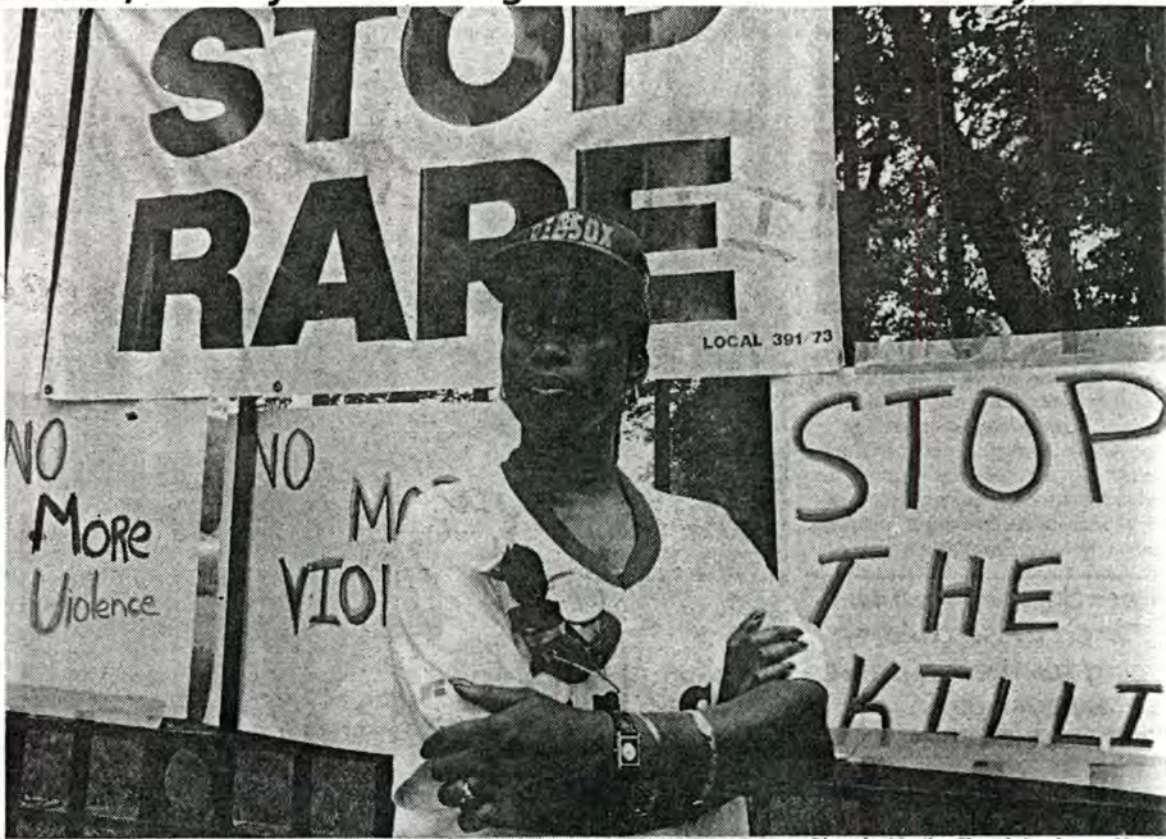


Photo by Marilyn Humphries, Impact Visuals

Shannon Booker participates in a "Women of Color United Against Domestic Violence and Rape" rally in Roxbury, Mass. Booker is one of the "Framingham 8," a group of women who killed their batterers and were imprisoned in the Framingham Correctional Facility.

abusers and offer needed support to women at every step along the way, from arrest to conviction.

To understand why the multifaceted approach called for in the act is necessary, consider the unique and complex factors at work in family violence cases, in contrast to a case of assault between strangers.

In a stranger assault case, the victim has every incentive to ask the police to arrest the offender. But with spouse abuse, the victim usually lives with her abuser and thus is at risk of retaliation and future abuse if she asks that he be arrested or prosecuted.

Moreover, in a stranger assault case, separation of the parties is easily accomplished. But in family violence cases, the victim and her

services and about how the justice system can and will work to protect them.

The Violence Against Women Act offers states and localities help in changing the justice system's response. Over the next five years, \$120 million will be awarded to help state and local police departments implement "mandatory or pro-arrest" policies in family violence cases — to ensure arrest whenever there is evidence of physical violence just as in cases of violence between strangers.

Another \$800 million will be awarded to states to add police, prosecutors, judges, and victim services to foster cooperation in making arrests, getting convictions, and securing tough sentences in these cases.

And another \$325 million will be awarded to local battered women shelters, so that women and children will have a safe place to stay when violence forces them from their homes. This money does not go to federal or state bureaucrats — it must go directly to state and local police, prosecutors, judges, and those who run shelters and other support services for battered women.

In passing this law last year, Congress made a commitment to the women of America that real help was on the way. And all of the federal dollars provided for fighting violence against women come from cutting the federal work force by 272,000 workers. No new taxes are needed to pay for these programs, and not a single dollar will be added to the federal deficit.

Of course, the Violence Against Women Act offers more than needed funding — it also made critical changes in our laws, changes that are already bearing fruit.

On May 23, 1995, the first-ever criminal conviction under the new federal offense of interstate domestic violence was obtained in West Virginia. After deliberating for just two and a half hours, a jury found Christopher Bailey guilty of beating his wife Sonya in West Virginia, then driving her through Kentucky for five days, beating her again, and locking her in the trunk of his car before taking her to an emergency room.

Sonya Bailey suffered irreversible brain damage and remains in a permanent vegetative state. Christopher Bailey was recently sentenced to serve a life term.

Another important development is that within the next six months, the National Domestic Violence Hotline, which is required under the Violence Against Women Act, will be in operation. This toll-free hotline will offer 24-hour counseling and immediate assistance; hotline operators will also be able to connect callers with other necessary community services and shelters.

Of course, to change our laws, policies, and practices, we must change the attitudes that have allowed family violence to flourish for so long. And the first step toward changing attitudes is to become informed about the prob-

All of the federal dollars provided for fighting violence against women come from cutting the federal work force by 272,000 workers.

lem and then roll up our sleeves and put new federal dollars to work fighting family violence whenever it occurs.

Some would say that the government should not get involved in the family — that the people must take responsibility for their own lives and live with their choices.

But when victims of crime are ignored by the police and the criminal justice system, when they are forced to stay at home because there are no shelters, and when there is no safety net to help women who have escaped violence, the government has already become involved. And it has failed to do its job.

The Violence Against Women Act was passed to help government meet its responsibility to the women of America. We are on the road to changing our dismal record on family violence, and I believe there is no turning back.

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

February 21, 1996

REMARKS BY THE PRESIDENT
AT DOMESTIC VIOLENCE HOTLINE EVENT

The Roosevelt Room

12:38 P.M. EST

THE PRESIDENT: Thank you, Candice. Thank you, Secretary Shalala. Thank you, Senator Kennedy, Senator Leahy, Representative Conyers. I want to thank Bonnie Campbell for doing such a great job as the Director of the Violence Against Women Office at the Justice Department. And I thank the Attorney General and Associate Attorney General John Schmidt and the others at Justice who have supported this endeavor for the first time. I want to thank you, Ellen Fisher, and your entire team for your hard work and your leadership. We are counting on you.

I want to thank all the brave women in this audience who have survived the horrors and the fears of domestic violence and who have gone on to work, like Candice, as advocates. And I want to thank the men and the women who are here today, some in law enforcement, some in other walks of life, who are here because they believe in this effort and they want to support it.

I was just sitting here thinking how many of you had the same reaction to Candice that I did. You sort of stepped up here and started talking, sounding like another ordinary speech -- I've done thousands of these now in the last 22 years -- and it was almost hypnotic, just a calm, even-voice narrative that seemed almost unbelievable except for those of you who have lived through it so often.

When I gave the State of the Union address and asked the American people to look beyond the present battle over the budget to the real challenges facing our country -- not just our government, but our country -- I pointed out that our first and foremost challenge now and perhaps forever will be to have good, strong families and to give childhood back to all the children in this country. Most of us have known the joys of -- some of the joys of family life. And anybody who's been in a family knows that none of them are perfect. But there's a world of difference between a family with its joys and its problems and a family terrorized by violence and abuse.

For all the economic problems facing poor children in America, I would rather them be poor and home with loving parents than have their childhood robbed by violence in their homes. So I say again to all of you, this is not a women's issue, this is an issue for families and for children and for men as well. And it is an American challenge that we have to face.

This issue has been swept under the rug for too long. We have tried to take it out into the daylight, to let people talk about it, to give people a chance to find courage in the efforts of other and to know where they can find help. That's what the Violence Against Women Act in the 1994 Crime Bill was all about. And again, I thank Bonnie Campbell and all those at Justice who have supported those endeavors.

MORE

It's also what our efforts in the Crime Bill to train people locally to be more sensitive to this are all about. We're making progress now. We're actually getting a core group of police officers and prosecutors and judges who really understand this problem and how it should be dealt with. This past September, federal prosecutors used the Violence Against Women Act to help ensure that a man convicted of severe violence against his wife was actually sentenced to life in prison. So I think that we need to continue this effort.

The second thing we need to do is to make sure that women who are struggling to take control of their own lives know how to do it. And for all the reasons that Secretary Shalala said, this number -- this hotline will make a difference to women everywhere, whether they're isolated in rural areas, whether they're in big cities without enough money for a quarter for a telephone call -- everywhere that people can see this number they will be able to use it.

So I guess what I'd like to do now is to wrap up my remarks and say that we're really, all of us here, for people who aren't here. And my greatest hope about this press conference is that people out there across America will see it tonight or hear about it, and if they are victims of domestic abuse or if they suspect that someone they know and care about is a victim of domestic abuse, they will pick up the phone and call this number -- 1-800-799-CARE.

SECRETARY SHALALA: SAFE.

THE PRESIDENT: SAFE, I mean. (Laughter.) I can't read. Maybe it will get overused and we'll have to have two. (Laughter.)

If this hotline -- if one person does this and it saves their lives, if one person winds up safe, it will have been worth the effort. But all of you in this room know that it's not one person, that there are thousands and thousands and thousands of people out there.

I'm going to be very interested to see what the report is after one month and two months and three months. And I'm going to ask to get a report -- how many calls, how many people out there, feeling alone and lonely and bereft and abandoned will dial that; how many people will commit to memory 799-SAFE and dial it. Because I believe that all of us, even those of you who are advocates, may well be surprised by the sheer numbers, the volume of calls.

So I ask you as you leave today to reaffirm our common commitment to an end to domestic violence; to reaffirm our common commitment to saying to people, you must not raise your hand in violence against members of your family in your home; and to reaffirm our commitment to get this number everywhere. I want school children to know that there is a 1-800-799-SAFE. I want every police officer to know there's a 1-800-799-SAFE. I want every mayor to know it. I want every church leader to know it. I want it to be emblazoned in the synagogues and all the houses of worship in America. I want people to know this number. This is a way that we can bring the marvels of modern technology to solve a very old problem in a profoundly human way.

So, again, I say, I thank all of you for your efforts. As you know, it means a lot to me personally. But it will only count if everyone in America who needs to know this number, knows it; and if everybody who needs to know it, knows it and feels that they can use it; and then that the people on the other end of the line do their job. I'm convinced that people on the other end of the line will do their job. (Laughter.) And I'm convinced those of you who are out there in the fields will continue to do your job.

So I ask you to celebrate today, but remember, there's a lot of doctors and teachers and police officers and others that we need to gather into this great American family committed to doing away with this problem. I think -- I will say again, if we can do this, and then we can make some progress on the real issue, which is getting every man in America to make a personal pledge never to raise a hand in violence in the home, this is a problem that America has that can actually be solved. And I think all of you are going to hasten the day when we do it.

Thank you very much. (Applause.)

Q -- a question on this topic, sir?

THE PRESIDENT: Okay.

Q Following up on what the speaker said, could you or your family or your mother have benefitted from a service like this when you were growing up, considering the problems that were in your household?

THE PRESIDENT: The honest answer is, I don't know. I think that -- I think yes because at that time in our country's history, most women were too embarrassed to talk about it. They didn't know that anybody else -- they didn't know if anybody else had the problem, and, if they did, they had no way of finding out who they were. And I think that the sense of shame, the ambivalence that maybe somehow this must be partly my fault, or this is my burden to bear, that this is not anything that I can get out of -- I think that's how it would have been most helpful.

I had a -- my mother was one of the most remarkably resilient and self-reliant people I knew, but I think she came of age at a time when women in America simply didn't know that there was any way out of this. And I bet you there's still a lot of women out there who just don't know that there's any way out of this. So I would think that would have been the most important thing that would have helped us.

Thank you.

Q I wonder if you could just take a moment and speak to the fact that with the billions of women who are battered, those that are the least addressed are those that are deaf, and that there is also a TTD line --

THE PRESIDENT: Oh, I'm sorry.

Q -- and maybe a special thank-you to Senator Kennedy for seeing that that happened. (Laughter and applause.)

THE PRESIDENT: Thank you. Would you like to say something about it?

That's the TTD line, and for the last couple of years we've done some things to point out what telephone technology is doing to bring communication to the deaf. And this TTD line is 1-800-787-3224.

I thank you for mentioning that. Thank you.

Thank you all. (Applause.)

END

12:49 P.M. EST



NATIONAL DOMESTIC VIOLENCE AWARENESS MONTH, 1995

By the President of the United States of America

A Proclamation

Domestic violence disrupts communities, destroys relationships, and harms hundreds of thousands of Americans each year. It is a serious crime that takes many forms and a complex problem with multiple causes. Those abused can be children, siblings, spouses, or parents, and both victims and offenders come from all racial, social, religious, ethnic, and economic backgrounds. Among the most tragic effects of family violence is the cycle of abuse perpetuated by children and teenagers who see and experience brutality at home—these young people often lack crucial guidance to help them form strong, positive bonds of kinship.

Americans are fortunate that knowledge about domestic violence has increased and that public interest in deterrence is stronger than ever. During the past decade, vital partnerships have formed between Federal agencies and private-sector organizations to expand prevention services in urban, rural, and underserved areas across the country. These efforts have helped to coordinate aid for victims and their children — not only providing shelter, but also furnishing alcohol and drug abuse treatment, child care, and counseling. In addition, I am proud that the Violent Crime Control and Law Enforcement Act of 1994 contains tough new sanctions and includes a provision for a national "hot line" where victims can receive information and assistance.

But the struggle to end domestic violence is far from over. According to a recent Justice Department study for 1992 and 1993, women were about six times more likely than men to experience violence committed by offenders with whom they had an intimate relationship. And in 1992, nearly 30 percent of all female homicide victims were known to have been killed by husbands, former husbands, or boyfriends. We need more prevention campaigns and public awareness efforts; we must develop and share successful methods of prevention, intervention, and treatment for victims and perpetrators; and we must continue to build alliances among government, community associations, businesses, educators, and religious organizations to strengthen our families and to teach alternatives to violent behavior.

NOW, THEREFORE, I, WILLIAM J. CLINTON, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim October 1995, as "National Domestic Violence Awareness Month." I call upon government officials, law enforcement agencies, health professionals, educators, and the people of the United States to join together to end the family violence that threatens so many citizens. I further encourage all Americans to recognize the dedication of those working to end the horrors of abuse. Offering support, guidance, encouragement, and compassion to survivors, these caring individuals exemplify our Nation's highest ideals of service and citizenship.

IN WITNESS WHEREOF, I have hereunto set my hand this second day of October, in the year of our Lord nineteen hundred and ninety-five, and of the Independence of the United States of America the two hundred and twentieth.

William J. Clinton

FOR COPY
RELATION

*file domestic
violence*

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

October 3, 1996

NATIONAL DOMESTIC VIOLENCE AWARENESS MONTH, 1996

- - - - -

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

A PROCLAMATION

Domestic violence threatens the very core of what we hold dear. Millions of women and children throughout our nation are plagued by the terror of family violence each year, and approximately 20 percent of all hospital emergency room visits by women result from such violence. Family violence is a crime that transcends race, religion, ethnicity, and economic stature, and one of its greatest tragedies is its effect on our young people: as many as 3 million children witness violence in their homes each year.

We must never give up in our efforts to transform despair into hope for the women and families across this country who suffer violence at home. We must encourage all Americans to increase public awareness and understanding of domestic abuse as well as the needs of its victims. My Administration is fully engaged in this struggle, coordinating our efforts through the Violence Against Women Office at the Department of Justice and through the Department of Health and Human Services.

Legislation enacted during the past several years is also helping to overcome the scourge of domestic violence. The Violence Against Women Act that I signed into law has given law enforcement critical new tools with which to prosecute and punish criminals who intentionally prey upon women and children. The Interstate Stalking Punishment and Prevention Act of 1996, enacted just last month, makes it a Federal crime for any stalker to cross State lines to pursue a victim, whether or not there is a protection order in effect, whether or not an actual act of violence has been committed, and whether or not the stalker is the victim's spouse. And I am pleased that the Congress has just taken action to keep guns out of the hands of people with a history of domestic violence.

My Administration has also worked to increase the support available for battered women and other victims of domestic violence, including the elderly. In February, I announced the creation of a 24-hour, toll-free National Domestic Violence Hotline, 1-800-799-SAFE. The response to this service has been overwhelming, and the hotline has already received over 50,000 calls -- the majority from women and men who have never before reached out for assistance. This year, we will also provide increased and unprecedented resources for battered women's shelters, domestic violence prevention efforts, and children's counseling services.

There is still much more to do, however. The welfare reform legislation that I recently signed recognizes the special needs of domestic violence victims, and I urge all States to accept the option of implementing the new law's Family Violence

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(OVER)

provisions. I have also directed the Department of Health and Human Services and the Department of Justice to develop guidance for States and assist them in implementing the provisions. As we help families move from welfare to work, we must ensure that they remain safe from violence in their homes and are given the support they need to achieve independence.

As a result of these and other efforts at the national, State, and local levels, we are one step closer to eliminating domestic violence and building in its place a brighter, more secure future for our families and loved ones. I salute all those whose efforts are helping us in this endeavor and pay special tribute to the survivors of domestic violence whose courage is an inspiration to us all. I urge all Americans to join me in working toward the day when no person raises a hand in violence against a family member.

NOW, THEREFORE, I, WILLIAM J. CLINTON, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim October 1996 as National Domestic Violence Awareness Month. I call upon all Americans to observe this month by demonstrating their respect and gratitude for all those individuals who unselfishly share their experiences, skills, and talents with those affected by domestic violence.

IN WITNESS WHEREOF, I have hereunto set my hand this third day of October, in the year of our Lord nineteen hundred and ninety-six, and of the Independence of the United States of America the two hundred and twenty-first.

WILLIAM J. CLINTON

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THE WHITE HOUSE
Office of the Press Secretary

For Immediate Release

October 3, 1996

October 3, 1996

MEMORANDUM FOR THE SECRETARY OF HEALTH AND HUMAN SERVICES
THE ATTORNEY GENERAL

SUBJECT: Guidelines to States for Implementing
the Family Violence Provisions

Domestic violence has a devastating impact on families and communities. Each year, hundreds of thousands of Americans are subjected to assault, rape, or murder at the hands of an intimate family member. Our children's futures are severely threatened by the fact that they live in homes with domestic violence. We know that children who grow up with such violence are more likely to become victims or batterers themselves. The violence in our homes is self-perpetuating and eventually it spills into our schools, our communities, and our workplaces.

Domestic violence can be particularly damaging to women and children in low-income families. The profound mental and physical effects of domestic violence can often interfere with victims' efforts to pursue education or employment -- to become self-sufficient and independent. Moreover, it is often the case that the abusers themselves fight to keep their victims from becoming independent.

As we reform our Nation's welfare system, we must make sure that welfare-to-work programs across the country have the tools, the training, and the flexibility necessary to help battered women move successfully into the work force and become self-sufficient.

For these reasons, I strongly encourage States to implement the Wellstone/Murray Family Violence provisions of the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996 (Public Law 104-193, section 402(a)(7)). These provisions invite States to increase services for battered women through welfare programs and help these women move successfully and permanently into the workplace. The Family Violence provisions are critical in responding to the unique needs faced by women and families subjected to domestic violence.

As we move forward on our historical mission to reform the welfare system, this Administration is committed to offering States assistance in their efforts to implement the Family Violence provisions.

Accordingly, I direct the Secretary of the Department of Health and Human Services and the Attorney General to develop guidance for States to assist and facilitate the implementation of the Family Violence provisions. In crafting this guidance, the Departments of Health and Human Services and Justice should

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(OVER)

work with States, domestic violence experts, victims' services programs, law enforcement, medical professionals, and others involved in fighting domestic violence. These agencies should recommend standards and procedures that will help make transitional assistance programs fully responsive to the needs of battered women.

The Secretary of Health and Human Services is further directed to provide States with technical assistance as they work to implement the Family Violence provisions.

Finally, to more accurately study the scope of the problem, we should examine statutory rape, domestic violence, and sexual assault as threats to safety and barriers to self-sufficiency. I therefore direct the Attorney General and the Secretary of Health and Human Services to make it a priority to understand the incidence of statutory rape, domestic violence, and sexual assault in the lives of poor families, and to recommend the best assessment, referral, and delivery models to improve safety and self-sufficiency for poor families who are victims of domestic violence.

I ask the Secretary of Health and Human Services and the Attorney General to report to me in writing 90 days from the date of this memorandum on the specific progress that has been made toward these goals.

WILLIAM J. CLINTON

#

Domestic Violence

JULY 1, 1996

MEMORANDUM FOR

RAHM EMMANUEL
DEBBIE FINE
ALEXIS HERMAN
JOHN HILLEY
LYN HOGAN
JANET MURGUIA
CAROL RASCO
MELANNE VERVEER

FROM:

BETSY MYERS

RE:

BATTERED WOMEN'S EMPLOYMENT PROTECTION
ACT

Attached is a copy of Representative Roybal-Allard's Battered Women's Employment Protection Act, which was just released by her office. The bill would provide unemployment insurance for victims of domestic violence who are forced to leave their employment. It would also entitle employees who are victims of domestic violence to take reasonable unpaid leave to seek medical help, legal assistance, counseling, and safety planning and assistance without penalty.

The bill will be introduced by the Women's Caucus as part of the Women's Economic Equity Act of 1996 and also as a freestanding bill on July 11, 1996.

104TH CONGRESS
2D SESSION

H. R. _____

IN THE HOUSE OF REPRESENTATIVES

Ms. ROYBAL-ALLARD introduced the following bill; which was referred to the
Committee on _____

A BILL

To provide unemployment insurance and leave from
employment to battered women.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 SECTION 1. SHORT TITLE.

4 This Act may be cited as the “Battered Women’s
5 Employment Protection Act”.

6 SEC. 2. FINDINGS AND PURPOSES.

7 (a) FINDINGS.—Congress finds that—

8 (1) violence against women is the leading cause
9 of physical injury to women, and the Department of

1 Justice estimates that intimate partners commit
2 more than one million violent crimes against women
3 every year;

4 (2) the Bureau of Labor Statistics predicts that
5 women will account for two-thirds of all new en-
6 trants into the workforce between now and the year
7 2000;

8 (3) violence against women dramatically affects
9 women's workforce participation, insofar as one-
10 quarter of battered women surveyed had lost a job
11 due at least in part to the effects of domestic vio-
12 lence, and over half had been harassed by their
13 abuser at work;

14 (4) the availability of economic support is a
15 critical factor in women's ability to leave abusive sit-
16 uations that threaten them and their children, and
17 over half of battered women surveyed stayed with
18 their batterers because they lacked resources to sup-
19 port themselves and their children;

20 (5) a report by the New York City Victims
21 Services Agency found that abusive spouses and
22 lovers harass 74 percent of battered women at work
23 and 54 percent of battering victims miss at least 3
24 days of work per month and 56 percent are late for
25 work at least 5 times per month, and a University

1 of Minnesota study found that 24 percent of women
2 in support groups for battered women had lost a job
3 partly because of being abused;

4 (6) a survey of State unemployment insurance
5 agency directors by the Federal Advisory Council on
6 Unemployment Compensation found that in 31
7 States battered women who leave work as a result
8 of domestic violence do not qualify for unemploy-
9 ment benefits, in 9 States the determination often
10 varies depending on the facts and circumstances,
11 and in only 13 States are they usually considered
12 qualified for unemployment benefits;

13 (7) a study by the New York State Department
14 of Labor found that, when filing for unemployment
15 insurance benefits, domestic violence victims fre-
16 quently hide their victimization and do not disclose
17 the domestic violence as a reason for their problems
18 with the job or need to separate from employment;

19 (8) the same New York State study found that
20 75 percent of employed victims of domestic violence
21 must communicate with doctors, lawyers, shelters,
22 counselors, family and friends from their workplaces
23 because they cannot do so at home;

24 (9) 49 percent of senior executives recently sur-
25 veyed said domestic violence has a harmful effect on

1 their company's productivity, 47 percent said domes-
2 tic violence negatively affects attendance, and 44
3 percent said domestic violence increases health care
4 costs, and the Bureau of National Affairs estimates
5 that domestic violence costs employers between 3
6 and 5 billion dollars per year; and

7 (10) existing Federal and State legislation does
8 not expressly authorize battered women to take leave
9 from work to seek legal assistance and redress,
10 counseling, or assistance with safety planning and
11 activities.

12 (b) PURPOSES.—Pursuant to the affirmative power
13 of Congress to enact this Act under section 5 of the Four-
14 teenth Amendment to the Constitution, as well as under
15 section 8 of Article I of the Constitution, the purposes of
16 this Act are—

17 (1) to promote the national interest in reducing
18 domestic violence by enabling victims of domestic vi-
19 olence to maintain the financial independence nec-
20 essary to leave abusive situations, to achieve safety
21 and minimize the physical and emotional injuries
22 from domestic violence, and to reduce the devastat-
23 ing economic consequences of domestic violence,
24 by—

1 (A) providing unemployment insurance for
2 victims of domestic violence who are forced to
3 leave their employment as a result of domestic
4 violence; and

5 (B) entitling employed victims of domestic
6 violence to take reasonable leave to seek medi-
7 cal help, legal assistance, counseling, and safety
8 planning and assistance without penalty from
9 their employer;

10 (2) to promote the purposes of the Fourteenth
11 Amendment by protecting the civil and economic
12 rights of victims of domestic violence and by further-
13 ing the equal opportunity of women and men to em-
14 ployment and economic self-sufficiency;

15 (3) to minimize the negative impact on inter-
16 state commerce from dislocations of employees and
17 harmful effects on productivity, health care costs,
18 and employer costs from domestic violence; and

19 (4) to accomplish the purposes described in
20 paragraphs (1) , (2) and (3) in a manner that ac-
21 commodates the legitimate interests of employers.

22 **SEC. 3. UNEMPLOYMENT COMPENSATION.**

23 (a) **UNEMPLOYMENT COMPENSATION.**—Section
24 3304(a) of the Internal Revenue Code of 1986 is amend-
25 ed—

1 (1) by striking "and" at the end of paragraph
2 (18),

3 (2) by striking the period at the end of para-
4 graph (19) and inserting "; and",

5 (3) by adding after paragraph (19) the follow-
6 ing:

7 "(20) compensation is to be provided where an
8 individual is separated from employment due to cir-
9 cumstances directly resulting from the individual's
10 experience of domestic violence.",

11 (4) by redesignating subsections (b) through (f)
12 as subsections (c) through (g), respectively, and

13 (5) by adding after subsection (a) the following:
14 "(b) CONSTRUCTION.—

15 "(1) For the purpose of determining, under
16 subsection (a)(20), whether an employee's separation
17 from employment is 'directly resulting' from the in-
18 dividual's experience of domestic violence, it shall be
19 sufficient if the separation from employment re-
20 sulted from—

21 "(A) the employee's reasonable fear of fu-
22 ture domestic violence at or en route to or from
23 her place of employment;

24 "(B) the employee's wish to relocate to an-
25 other geographic area in order to avoid future

1 domestic violence against the employee or the
2 employee's family;

3 "(C) the employee's need to recover from
4 traumatic stress resulting from the employee's
5 experience of domestic violence;

6 "(D) the employer's denial of the employ-
7 ee's request for temporary leave from employ-
8 ment to deal with domestic violence and its
9 aftermath, as provided in section 4 of the Bat-
10 tered Women's Employment Protection Act; or

11 "(E) any other respect in which domestic
12 violence causes the employee to reasonably be-
13 lieve that termination of employment is nec-
14 essary for the future safety of the employee or
15 the employee's family.

16 "(2) For purposes of subsection (a)(20), where
17 State law requires the employee to have made rea-
18 sonable efforts to retain employment as a condition
19 for receiving unemployment compensation, it shall be
20 sufficient that the employee—

21 "(A) sought protection from or assistance
22 in responding to domestic violence, including
23 calling the police or seeking legal, social work,
24 medical, clergy, or other assistance;

1 “(B) sought safety, including refuge in a
2 shelter or temporary or permanent relocation,
3 whether or not the employee actually obtained
4 such refuge or accomplished such relocation; or

5 “(C) reasonably believed that options such
6 as a leave, transfer, or alternative work sched-
7 ule would not be sufficient to guarantee the em-
8 ployee or the employee’s family’s safety.

9 “(3) For purposes of subsection (a)(20), where
10 State law requires the employee to actively search
11 for employment after separation from employment
12 as a condition for receiving unemployment com-
13 pensation, such requirement shall be deemed to be
14 met where the employee is temporarily unable to ac-
15 tively search for employment because the employee is
16 engaged in seeking safety or relief for the employee
17 or the employee’s family from domestic violence, in-
18 cluding—

19 “(A) going into hiding or relocating or at-
20 tempting to do so, including activities associ-
21 ated with such relocation or hiding, such as
22 seeking to obtain sufficient shelter, food, school-
23 ing for children, or other necessities of life for
24 the employee or the employee’s family;

1 “(B) actively pursuing legal protection or
2 remedies, including meeting with the police,
3 going to court to make inquiries or file papers,
4 meeting with attorneys, or attending court pro-
5 ceedings; or

6 “(C) participating in psychological, social,
7 or religious counseling or support activities to
8 assist the employee in ending domestic violence.

9 “(4) In determining if an employee meets the
10 requirements of paragraphs (1), (2), and (3), the
11 employer or reviewer of any claim of an employee
12 may require the employee to provide a statement
13 along with—

14 “(A) documentation, such as police or
15 court records, or documentation from a shelter
16 worker, attorney, clergy, medical or other pro-
17 fessional from whom the employee has sought
18 assistance in dealing with domestic violence; or

19 “(B) other corroborating evidence, such as
20 a statement from any other individual with
21 knowledge of the circumstances which provide
22 the basis for the claim, or physical evidence of
23 domestic violence, such as photographs, torn or
24 bloody clothes, etc.”

1 (b) SOCIAL SECURITY PERSONNEL TRAINING.—Sec-
2 tion 303(a) of the Social Security Act (42 U.S.C.
3 503(a)(4)) is amended by redesignating paragraphs (4)
4 through (10) as paragraphs (5) through (11), respectively,
5 and by adding after paragraph (3) the following:

6 “(4) Such methods of administration as will en-
7 sure that claims reviewers and hearing personnel are
8 adequately trained in the nature and dynamics of
9 domestic violence and in methods of ascertaining in-
10 formation about possible experiences of domestic vio-
11 lence, so that employment separations stemming
12 from domestic violence are reliably screened, identi-
13 fied, and adjudicated.”.

14 (c) DEFINITIONS.—Section 3306 of the Internal Rev-
15 enue Code of 1986 is amended by adding at the end the
16 following:

17 “(u) DOMESTIC VIOLENCE.—The term ‘domestic vio-
18 lence’ includes abuse committed against an employee or
19 a family member of the employee by—

20 “(1) a current or former spouse of the em-
21 ployee;

22 “(2) a person with whom the employee shares
23 a child in common;

1 “(3) a person who is cohabitating with or has
2 cohabitated with the employee as a romantic or inti-
3 mate partner; or

4 “(4) a person from whom the employee would
5 be eligible for protection under the domestic vio-
6 lence, protection order, or family laws of the juris-
7 diction in which the employee resides or the em-
8 ployer is located.

9 “(v) ABUSE.—The term ‘abuse’ includes—

10 “(1) physical acts resulting in, or threatening to
11 result in, physical injury;

12 “(2) sexual abuse, sexual activity involving a
13 dependent child, or threats of or attempts at sexual
14 abuse;

15 “(3) mental abuse, including threats, intimid-
16 ation, acts designed to induce terror, or restraints on
17 liberty; and

18 “(4) deprivation of medical care, housing, food
19 or other necessities of life.”.

20 **SEC. 4. LEAVE FROM EMPLOYMENT.**

21 (a) IN GENERAL.—Employers subject to the Federal
22 Family and Medical Leave Act (29 U.S.C. 2601 et seq),
23 any State law addressing family, medical, sick, or other
24 kind of leave from employment, or an employment benefits
25 program or policy or collective bargaining agreement ad-

1 dressing family, medical, sick, or other kind of leave from
2 employment, shall provide leave to employees seeking tem-
3 porary absences from employment to deal with domestic
4 violence and its aftermath in accordance with this section.

5 (b) EXISTING LEAVE USEABLE FOR DOMESTIC VIO-
6 LENCE.—Where family, medical, sick, or any other kind
7 of leave from employment is available to employees pursu-
8 ant to the Federal Family and Medical Leave Act of 1993
9 (29 U.S.C. 2601 et seq.), any State law, an existing em-
10 ployment benefits program or plan, or collective bargain-
11 ing agreement, employees shall be entitled to use such
12 leave for the purpose of dealing with domestic violence and
13 its aftermath.

14 (c) MINIMUM LEAVE FOR DOMESTIC VIOLENCE.—

15 (1) IN GENERAL.—Any employee who is not en-
16 titled to leave from employment for the purpose of
17 dealing with domestic violence and its aftermath
18 pursuant to subsection (b) or who has used up the
19 employee's available leave pursuant to subsection (b)
20 and who is not an employee who has taken 12 weeks
21 of leave for the purpose of dealing with domestic vio-
22 lence and its aftermath, shall be entitled to take up
23 to 10 days per year of unpaid leave without penalty,
24 for that purpose.

1 (2) SUBSTITUTION.—An employee may elect, or
2 an employer may require the employee, to substitute
3 accrued paid leave for any part of the 10 days of un-
4 paid leave provided under paragraph (1).

5 (d) DEALING WITH DOMESTIC VIOLENCE AND ITS
6 AFTERMATH.—The following activities constitute means of
7 “dealing with domestic violence and its aftermath,” which
8 shall render an employee eligible for leave under this sec-
9 tion:

10 (1) Experiencing domestic violence.

11 (2) Seeking medical attention for injuries
12 caused by domestic violence, except for “serious
13 health conditions” where covered by the Family and
14 Medical Leave Act of 1993 (29 U.S.C. 2601 et seq.).

15 (3) Seeking legal assistance or remedies, includ-
16 ing communicating with the police or an attorney, or
17 participating in any legal proceeding related to do-
18 mestic violence.

19 (4) Attending support groups for victims of do-
20 mestic violence.

21 (5) Obtaining psychological counseling related
22 to experiences of domestic violence.

23 (6) Participating in safety planning and other
24 actions to increase safety from future domestic vio-
25 lence, including temporary or permanent relocation.

1 (7) Any other activity necessitated by domestic
2 violence which must be undertaken during hours of
3 employment.

4 (e) CONSTRUCTION.—In determining if an employee
5 meets the requirements of subsections (b), (c), and (d),
6 the employer or reviewer of any claim of an employee may
7 require the employee to provide a statement along with—

8 (1) documentation, such as police or court
9 records, or documentation from a shelter worker, at-
10 torney, clergy, medical or other professional from
11 whom the employee has sought assistance in dealing
12 with domestic violence; or

13 (2) other corroborating evidence, such as a
14 statement from any other individual with knowledge
15 of the circumstances which provide the basis for the
16 claim, or physical evidence of domestic violence, such
17 as photographs, torn or bloody clothes, etc.

18 (f) ENFORCEMENT.—

19 (1) PUBLIC ENFORCEMENT.—The Secretary of
20 Labor shall have the powers set forth in subsections
21 (b), (c), (d) and (e) of section 107 of the Family and
22 Medical Leave Act of 1993 (29 U.S.C. 2617) for the
23 purpose of public enforcement of any alleged viola-
24 tions of this section against any employer.

25 (2) PRIVATE ENFORCEMENT.—

1 (A) PRIVATE AND FEDERAL EMPLOY-
2 ERS.—The remedies and procedures set forth in
3 subsection (a) of section 107 of the Family and
4 Medical Leave Act of 1993 (29 U.S.C. 2617)
5 shall be the remedies and procedures pursuant
6 to which an employee may initiate a legal action
7 against a Federal or private employer for al-
8 leged violations of this section..

9 (B) STATE EMPLOYERS.—

10 (i) QUI TAM ACTIONS.—

11 (I) An employee of a State em-
12 ployer may bring a civil action for a
13 violation of this section for the em-
14 ployee and for the United States Gov-
15 ernment (referred to as a 'Qui Tam'
16 action). The action shall be brought in
17 the name of the United States Gov-
18 ernment. The action may be dismissed
19 only if the court and the Secretary of
20 Labor give written consent to the dis-
21 missal stating their reasons for con-
22 senting. The Qui Tam plaintiff may
23 recover damages or injunctive relief to
24 the same extent provided in subpara-
25 graph (A).

1 (II) The right provided by
2 subclause (I) to bring a Qui Tam ac-
3 tion shall terminate on the filing of a
4 complaint by the Secretary of Labor
5 in an action seeking damages or mon-
6 etary relief on behalf of the affected
7 employee under paragraph (1) unless
8 that action is dismissed without preju-
9 dice on motion of the Secretary of
10 Labor.

11 (3) EMPLOYER LIABILITY UNDER OTHER
12 LAWS.—Nothing in this section shall be construed to
13 limit the liability of an employer to an employee for
14 harm suffered relating to the employee's experience
15 of domestic violence pursuant to any other State or
16 Federal law or legal remedy.

17 (f) DEFINITIONS.—For purposes of this section:

18 (1) EMPLOYER.—The term 'employer' includes
19 any person subject to the Federal Family and Medi-
20 cal Leave Act of 1993 (29 U.S.C. 2601 et seq.) or
21 any State law addressing family, medical, sick, or
22 any other kind of leave from employment, or any
23 employer granting family, medical, sick, or other
24 kind of leave from employment under an employ-
25 ment benefits program or policy or collective bar-

1 gaining agreement in effect as of the date of enact-
2 ment of this Act.

3 (2) EMPLOYEE.—The term ‘employee’ refers to
4 any person eligible to receive leave pursuant to the
5 Federal Family and Medical Leave Act of 1993 (29
6 U.S.C. 2601 et seq.), any State law addressing med-
7 ical, family, sick, or other kind of leave from employ-
8 ment, or an employment benefits program or policy
9 or collective bargaining agreement in effect as of the
10 date of enactment of this Act.

11 (3) DOMESTIC VIOLENCE.—The term ‘domestic
12 violence’ has the meaning assigned to such term by
13 section 3306(u) of the Internal Revenue Code of
14 1986.

15 **SEC. 5. EFFECT ON OTHER LAWS AND EMPLOYMENT BENE-**
16 **FITS.**

17 (1) MORE PROTECTIVE.—Nothing in this Act
18 or the amendments made by this Act shall be con-
19 strued to supersede any provision of any Federal,
20 State or local law, collective bargaining agreement,
21 or other employment benefit program which provides
22 greater unemployment compensation or leave bene-
23 fits for employed victims of domestic violence than
24 the rights established under this Act or such amend-
25 ments.

1 (2) LESS PROTECTIVE.—The rights established
2 for employees under this Act or the amendments
3 made by this Act shall not be diminished by any col-
4 lective bargaining agreement, any employment bene-
5 fit program or plan, or any State or local law.

U.S. DEPARTMENT OF STATE
Office of the Spokesman

(Beijing, China)

September 12, 1995

ON THE RECORD BRIEFING
BY DIRECTOR BONNIE J. CAMPBELL
VIOLENCE AGAINST WOMEN OFFICE
DEPARTMENT OF JUSTICE
AND
OTHER MEMBERS OF THE UNITED STATES DELEGATION
TO THE UN FOURTH WORLD CONFERENCE ON WOMEN

Beijing International Convention Center
September 12, 1995

BONNIE CAMPBELL: Good afternoon. It's a great pleasure to be here with you today. Americans often identify violence as the single greatest challenge in our society.

As a former state Attorney General, I focused on violence against women and reforming the justice system to serve better the victims of rape and domestic violence. In fact, state and local officials across the country became aware that law enforcement officers, prosecutors, judges, and jurors reacted differently to these "intimate crimes" than they did to "stranger" crimes. While many states made major changes in their laws, the numbers of domestic violence and sexual assault cases against women continued to grow at alarming rates.

So it was that state attorneys general, who are ordinarily skeptical of federal government involvement in law enforcement, came to endorse unanimously the Violence Against Women Act (VAWA).

With enactment of the Violence Against Women Act, for the first time, the federal government will lead a comprehensive national effort to combat domestic and sexual violence against women. Let me quickly tell you the major provisions of this new law.

First, the Violence Against Women Act provides federal funding to the states to help with desperately-needed resources. The funds may be spent for training and education, technical advances, or to establish special investigatory or prosecutory units.

The Violence Against Women Act also provides a civil rights remedy for gender-motivated violence against women. This is a private right of action which permits victims to seek money damages from the perpetrator, utilizing a lower burden of proof than is required in criminal actions.

An interstate domestic violence criminal offense was created in the Violence Against Women Act, and we have already had our first conviction under this provision, which makes it a federal criminal offense to cross state lines in furtherance of a domestic assault. The Violence Against Women Act also permits battered immigrant women to self-petition, rather than being dependent upon their batterer to petition for them.

Perhaps the most important provision of the Act is the requirement that states give full faith and credit to the protective orders of other states. This protects battered women and stalking victims when they move across state lines, as they often do in search of a safe haven.

While there are many other important provisions in the Violence Against Women Act, the most important point to remember is that it represents the very first time the federal government has committed to working in partnership with state and local law enforcement officials, health care providers, social service workers, educators, clergy, advocates, community activists, victims, and concerned citizens to prevent the violence that is targeted toward women.

The work of the Fourth World Conference on Women is critical to our efforts for a number of reasons. First, let me say that I am proud that the United States is a leader for human rights in the world, and I am proud personally to be a part of that effort. Much of the Platform for Action speaks to violence against women and will lend an important international voice in support of our initiatives in the United States.

The Platform for Action recognizes that domestic and sexual violence represents a major obstacle for women and contributes to the low social and economic status of women. When women are prevented by violence from participating fully within our families, our society, our economy, and our political structures, it will now be recognized as a violation of our human rights and fundamental freedoms. For the first time, the Platform for Action calls on all governments to condemn violence against women, and to build a response that will change society's attitudes about these kinds of violence, as well as the way justice systems respond.

The provision for "equal sexual relations" is a vital element of our ability to deal with rape and sexual assault. Women must know they always have the right to say no, and a world-wide acceptance of this concept will provide strong international legal and philosophical support for continuing reform of our rape laws.

And recognizing, for the first time, that rape is a form of torture and a frequently-utilized instrument of war-- and a violation of human rights--is a significant step forward for the women, and men, of the world.

It has mattered that the women of the world have come together to discuss their human rights. The Government of the United States is committed to taking this Platform for Action home and implementing it. We need the help of non-governmental organizations if we are to be successful; government can and will provide the leadership to make the words in the Platform for Action a reality.

I was appointed by the President and Attorney General Janet Reno to direct the Administration's violence against women initiatives, and in that capacity, I work very closely with other government agencies to coordinate our activities. In addition to implementing the provisions of the Violence Against Women Act, we are committed to outreach, collaboration, and prevention and public education initiatives. Our most important goal is to send the message that acts of violence against women are no longer private disputes not fit for public scrutiny or legal judgments, but rather, they are serious crimes which will be treated accordingly.

We came to this Fourth World Women's Conference to share our experiences and to learn--we have done both. Today, on behalf of the Administration and this delegation, I want to assure you that we are completely committed to implementing the Platform for Action as it relates to stopping violence, in its many forms, against the women of our country. Thank you.

And I'd like to take a moment to introduce my colleagues up here. To my right is Mary Curtin, a Foreign Service Officer on detail to the Global Conference Secretariat from the Department of State's Bureau of Democracy Human Rights and Labor. She previously served in Mali, Chile and on the Egypt desk. To my left is Melinda Kimble, a Foreign Service Officer who is currently serving as the Deputy Assistant Secretary for the Department of State's Bureau of International Organization Affairs. She was previously posted to Egypt, the Ivory Coast and Tunisia. Thank you.

Questions?

GEORGE ARCHIBALD, WASHINGTON TIMES. In explaining the parents rights language that was just issued yesterday, the spokesperson for the UNICEF organization, Dr. Purification Cuisundin (phonetic) has been granting interviews to the press and she has explained that this language requires implementation on the Convention on the Rights of The Child, which would assert the rights of the child as opposed to possible inaction or wrong action or disputes with parents along a wide range of issues ranging from sexual activity to the freedom of conscience of children to state their beliefs, to have freedom to join associations or groups of their choice, and I am wondering as a former State Attorney General, can you give us any indication how with all the plethora of responsibilities that are imposed on community

state and the federal government now, how in the United States, we might implement a section like this that obviously portends situations where there will be large number of situations where there are disputes between teenagers and their parents over, as I said, such things as sexual activity, the rights of freedom of conscience, where children and parents may disagree about groups the children want to join, or thoughts they might express, that parents might feel (inaudible) to their upbringing. According to the UNICEF spokeswoman, apparently it will fall on the state to adjudicate all of these situations, and to assert the rights of the child under the Convention. Can you give us some indication as a former state Attorney General how this might be implemented, and how the state might fulfill the responsibility that this document now imposes on us.

BONNIE CAMPBELL: Well first let me remind you that we haven't ratified the Convention yet. I think I'm interpreting perhaps somewhat differently than you are the application of this. I don't see the eliminating of children's rights, or the eliminating of women's rights for that matter, as necessarily involving the government in every relationship. If parents commit crimes against their children, there is a legitimate role for government. If children commit crimes against their parents, or other children, there is a legitimate role for government. I personally don't see it as legitimate for the government of Iowa, or any other state, or the federal government, to intervene when children want to watch television programs that their parents may disapprove of. I think we're talking about very separate things. It is important however, for women, and that is the area with which I am most familiar, and it's very difficult to separate the rights of children from the rights and interests of parents and women for that matter. From my perspective, it's very important for all of us to understand that, as our First Lady said, women's rights are human rights, children have rights, but as we apply these balancing and competing interests, it's always true, absolutely always true, that your rights stop precisely where mine begin. And as the government is overlaid against that, often being the arbiter, if you will, of exactly where to draw the line when rights compete, when it comes to the family. The truth is, there aren't that many instances in which we do intervene. Domestic violence happens to be one and it's a very important one, because it is extremely difficult, both to investigate and to prosecute these kinds of cases.

ANN SIMON, THE DAILY OLYMPIAN: I asked this question yesterday, but was not able to get an answer, hoping that Ms. Curtin could shed some light on this. I've spoken with a number of NGOs from the U.S. who are very frustrated and angry about the U.S. position to eliminate the sentence that states: "Promote the elimination of weapons of mass destruction, particularly nuclear weapons." My question is since this is non-binding language, why is the U.S. in opposition?

MARY CURTIN: The U.S. and a number of other delegations were not in opposition to the concept of addressing the problems of peace. In fact, we worked very strongly to improve some of the language in the section on armed conflict. What we wanted to make sure of, and have been negotiating with other delegations on, is to insure that, when we refer to issues of disarmament, that we take into consideration the number of treaties that exist, such as the

Non-Proliferation Treaty, and the efforts on a comprehensive nuclear test ban, and that reference, for example to effective international control, which is very important in this area, be included in the text, and we will be strongly supporting a text which is eventually negotiated. I think, as is often the case, there is sometimes a misunderstanding that our opposition to a particular phrase means our opposition to an issue. But we are working for and supporting language that is in line with our broader policy of working toward a test ban. We were very active in the extension of the Non-Proliferation Treaty this summer. We are very strongly supporting the language on the moratorium on land mine export, and are fairly sure that this language will be resolved favorably in a way that many people will be supportive of.

JO FREEMAN, OFF OUR BACKS: Jo Freeman from Off Our Backs, the oldest feminist journal in the United States. I'd like to know what the status is of the word "family" vs. "families". Has that been decided on finally or is that still under debate? And what is the position and the activities of the US delegation in determining the outcome of that debate? I realize the term appears several times. I particularly like to draw your attention to paragraph 30 in section 285b, but you can answer with regard to its appearance in other sections.

DEPUTY ASSISTANT SECRETARY KIMBLE: Have you seen paragraph 30, the newly negotiated language?

FREEMAN: I'm sorry.

DEPUTY ASSISTANT SECRETARY KIMBLE: Have you seen the language in paragraph 30? Because the United States Government sent one of our negotiators to lead that working group. Ambassador Gerry Ferraro was very active in working out the compromise language. We talk about "the family" and we talk about the need to recognize that the family in many different cultural and social situations takes various forms, and throughout the document where this word remains bracketed as "family" or "families" we will refer back to the description in para 30. This was worked out and adopted in working group 1 this morning.

JO LOUIE (PHONETIC), TIMES COLUMNIST, VICTORIA, CANADA: I was really happy to hear about your commitment to taking the Platform of Action home and making women's human rights a reality. Since women and children make up a large proportion of people in poverty in the United States, I'd like to draw your attention to an event that happened during the third week of June in San Francisco City. During the UN celebrations of its 50th anniversary of the founding of the United Nations in San Francisco, a peace group, called "Food not Bombs" was out there daily serving food to homeless and poor people in San Francisco at the UN Plaza, and over 250 people were arrested just for serving food to poor and homeless people on the street, and the reason why they were arrested, they were told by San Francisco Police Department, was because what they were doing was in conflict with the Matrix program, which is a program that is implemented in San Francisco, as well as other cities in the state of California, in order to eradicate poverty, making poverty a crime and

pushing street and homeless people out of San Francisco, supposedly for reasons of making it more attractive for tourists. And I think this is in direct violation of the UN Charter of Human Rights, to which the United States has said that, you know, they're going to be pushing for women's human rights as well as human rights. The rights to food, shelter... (audience interruption: Question, do you have a question?)

LOUIE: Yeah, I'm wondering about taking the Platform of Action home. Are you going to make it a reality, and dismantle the Matrix program which makes poverty a crime?

BONNIE CAMPBELL: I'm not familiar with what happened in San Francisco, but I'm hopeful that you can see by listening to me that I don't think poverty is a crime. I'll be very glad to explore the circumstances you described. Thank you.

MELISSA STOELTJE, HOUSTON CHRONICLE: I went to a press conference this afternoon of the Family Life Association, and they lambasted the parental responsibility section of the document, in saying that it is now an anti-parental rights document, and it's just going to encourage sex, with underage girls being able to have sex, and it's going to create a firestorm back in America, and they're going to use it to oust Bill Clinton in November--can I get some reaction to that, about this being an anti-parental rights document?

DEPUTY ASSISTANT SECRETARY KIMBLE: First of all, I don't believe it is an anti-parental rights document. This document, the language we worked on carefully over about three solid days of negotiations, with more than seventy countries participating. Many of the countries decided to rely on the Convention of the Rights of the Child for some formulation of language, because they have ratified the Convention. The United States worked within this working group, which included Sudan, Iran, Egypt, Benin, the SADEC (phonetic) countries which are the South African countries, most members of CARICOM and the Central American group, many other major Latin states like Mexico and Columbia, Pakistan, India, the Holy See, the European Union, and some of our JUSCANZ partners. So, I think, we tried to create a text that was balanced, we drew, as is common in UN practice, on recognized and accepted UN language to formulate it, and it's not considered by any of the states or participants of this working group to be anti-family, but instead pro-family and recognizing in a family both parents and children have rights. Thank you.

BONNIE CAMPBELL: I might add that in practical application of giving rights to human beings--children, adults, men, women--it is literally always a question of where to draw the line. As a state Attorney General, I was criticized because we moved to take children out of homes. The next day I might be criticized because children were injured and we had not moved to take children out of homes. These are very difficult lines to draw; they're difficult cases to handle when they come before you. I personally wouldn't be party to a document that is anti-family. And I resent the suggestion. We're trying very hard to define rights for women, and for children. I wouldn't argue that children have a right to live in a dangerous home environment. In my own field, dealing with battered women, there are enormous

tensions. Sometimes battered women won't seek help because they're afraid they'll lose their children. We need to talk about it, we need to work with all the competing interests, we need to hear them and listen to them, but at some point somebody has to make a statement. And that's what we're attempting to do.

DELOUISE BLAKELY, POSITIVE NOTE MAGAZINE: That's a magazine in the United States for African Americans. The question that I raise, looking at the Common Agenda in the United States, are you going to tack on the plan of action in relationship to, especially to health, from the environment, in population, of about eleven billion dollars around the Common Agenda between Japan and the United States. Is that an issue that has been raised?

BONNIE CAMPBELL: I'm not sure I understand your question.

DEPUTY ASSISTANT SECRETARY KIMBLE: The Common Agenda, as I understand it, is our cooperation with Japan on an international level.

BLAKELY: Right.

DEPUTY ASSISTANT SECRETARY KIMBLE: So, we already are working with Japan in many health areas, in fact, we are working with them on population and HIV-AIDS, so I would assume that would continue and we would explore other interventions in that agenda as, you know, resources become available.

BLAKELY: For the plan of action (inaudible) women since that one of the initiatives is involved with women and a part of that Common Agenda.

DEPUTY ASSISTANT SECRETARY KIMBLE: Thank you.

JANE KUCZYNSKI, VOICE OF AMERICA: I just wondered if this is the first time that the subject of violence, if this is the first time that a major international conference has taken up the subject of violence against women to the extent that it has in this one?

BONNIE CAMPBELL: Absolutely. The words "domestic violence" I think appeared once in a previous UN document. Now, clearly, domestic violence is throughout the document routinely. When I was preparing to give a speech some time ago, I thought it would be interesting to see, since the first UN Conference on Women, twenty years ago, what had happened. And I learned a number of very interesting things.

First of all, I think it's true that twenty years ago in our country, there was not one battered women's shelter. Today there are many--not enough--but there are many. In those intermittent twenty years, most every state has vastly strengthened its domestic abuse statutes, has provided victim compensation for victims of crime, including battering, victim advocacy programs. Most states have reformed their rape laws. It used to be, and I remember vividly

being a part of this, it used to be only possible to get a rape conviction if one had corroborating evidence. With all due respect, most rapists don't rape in front of an audience--although some do, periodically, gang rapes. The rape shield laws that protect victims of rape from having to discuss in a court their previous sexual behavior, though it isn't relevant at all to the fact that they are raped. Rape crisis centers emerging. Every state now has passed anti-stalking legislation. Most states have made it easier for women who are battered or stalked to get civil protective orders and to carry them across state lines. These have all happened in the twenty years since the First World Women's Conference. And so while I go around a lot of time, talking about how much we have to do in this area, I think it's very important to remember that we have come a very long way. And that it matters that the women of the world got together, because we learn from people from around the country. I've heard since I've been here good ideas that I will go home and explore pursuing. And so I think that we have a pretty good story to tell, and a better one yet to tell in the future.

MODERATOR: I think we have time for one more question.

JACKIE WEATHERSPOON, UNITED NATIONS ASSOCIATION INTERDEPENDENT:
What is the status of language acknowledging the multiple barriers women face at the intersection of gender and race, so that women of color don't fall between the cracks? For instance, in the Declaration and paragraph forty-eight of the Platform for Action.

MARY CURTIN: The Declaration, as you know, is still under negotiation and I don't have an update on where that stands. We have not yet addressed paragraph forty-eight in discussions. The United States strongly supports the inclusion of paragraph forty-eight which refers to additional barriers that women face in the enjoyment of their rights. You may also note that similar language occurs in paragraph 226 in the Human Rights section. It's already unbracketed, and includes very similar reference. We felt it was important to have it at the beginning of the document and again in the Human Rights section. And, in addition to that there are several other references, for example, in the section on political participation, in the language about training, it refers specifically to the need to reach out to women from racial and ethnic minorities and lists other barriers, encouraging them to participate in the political process. I can't, off the top of my head, think of other references, but there are several references. The United States argued strongly for that, for a number of references, and we will continue to argue strongly for the inclusion of paragraph forty-eight in the document as it is now. Thank you.

CAMPBELL: Thank you all very much.

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