

NYSCADV

NEW YORK STATE COALITION AGAINST DOMESTIC VIOLENCE

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Welcome

Greetings from the Executive Director

Save the Date - Legislative Advocacy Day is May 3rd!

The best legislation comes when the voices of survivors and advocates are heard.

I want to encourage survivors, advocates, allies, and friends from all over the state of New York to join us on May 3 in Albany for our 2016 Legislative Advocacy Day.

New York State has the highest demand for domestic violence services in the country, and this is precisely the time for us to raise our voices.

I hope to see you on May 3rd!

All the best,
Connie

[See additional information on LAD below, and more details will follow soon.](#)

Around The State

NNEDV 2015 Census

The National Network to End Domestic Violence (NNEDV) released its 10th consecutive annual Domestic Violence Counts: A 24-hour Census of Domestic Violence Shelters and Services (Census) report. In a single 24-hour period, on September 16, 2015, local

domestic violence programs across the nation counted the services they provided to victims, as well as the services they were not able to provide due to a lack of resources.

Thanks to the tremendous efforts of domestic violence programs across New York State and the NYSCADV staff team during the 2015 NNEDV One-Day National Census, we had an unprecedented 97% participation rate, and it yielded staggering results. We can now demonstrate to state and national law makers the colossal demand for services that we face in this state, and let them know that being number one isn't always something to be proud of : **New York State has the highest demand for domestic violence services than any other state or territory in the country.**

In New York, 6,950 victims received services in a 24-hour period, but 956 could not be helped because local programs here in New York didn't have sufficient resources. 61% of these unmet requests were for housing.

In February NNEDV hosted a Congressional briefing in Washington DC to preview the Census findings. Panelists described the life-saving and effective work of domestic violence programs and the need for additional resources.

Click here to [view NNEDV's Full Report on the Domestic Violence Census 2015.](#)

Click here to [view New York's Census Summary.](#)

NYSCADV Membership Drive

MEMBERS ARE THE CORE OF NYSCADV: JOIN TODAY!

Since our inception in 1978, the New York State Coalition Against Domestic Violence (NYSCADV) has worked to end domestic violence in New York. Whether it involves the struggle for adequate funding for domestic violence programs or fighting for survivors' legal rights and entitlements, we take pride in meeting these challenges. We also take great pride in the support that we receive from our member programs.

Membership informs the work that we do. When advocates from member programs across the state reach out to us with questions about legislative changes; how to navigate the system with a client who has a complicated case; or how to strategize around ways to engage men, they are providing us with the groundwork so essential to crafting statewide responses that truly meet the needs of programs. NYSCADV is the collective voice of domestic violence programs throughout the state, and your agency's commitment to membership will go far in supporting those efforts. Because of this, I urge you to join with other domestic violence programs from all across our great state in supporting the work of this vital organization.

Your membership is crucial to our shared mission to prevent and eliminate domestic violence.

Get Involved:

Membership provides opportunities to connect, network and collaborate with advocates throughout the state via member participation on committees, in roundtable discussions, and attendance at conferences and trainings as well as our Annual Membership Meeting.

Keep Informed:

We welcome the energy, strength, experience, and knowledge that all members bring to our coalition. The more members we have engaged and working with us, the stronger our voice becomes, and the more we can achieve.

Stay Connected:

NYSCADV offers opportunities for members to share with and learn from each other. Our movement is stronger because of our collective efforts and the unique roles we play. Working together we can end domestic violence in our communities.

[Visit our website for 2016 Membership Levels & Applications](#)

NYSCADV Legislative Advocacy Day 2016

Save the Date! On May 3rd, join a vibrant, diverse and innovative group of advocates and survivors from across New York State as we raise our voices and relay a unified message to the legislature and governor: it's time to pass meaningful legislation that will promote justice, protect the rights of survivors, and prevent domestic violence in New York State!

DATE

May 3, 2016

WHERE

Hearing Room C
Legislative Office Building
198 State Street
Albany, NY 12207

The day's agenda, dates of informational webinars and registration will be launched soon!

Changes to NYC Policy for Homeless Victims of Domestic Violence

As part of a 90-day review ordered by Mayor Bill de Blasio, New York City will be changing procedures for counting and evaluating homeless domestic violence victims.

First, the city will resume reporting the number of domestic violence victims in New York City shelters to the U.S. Department of Housing and Urban Development for their national report on homelessness after three years of electing not to do so. This will

better inform policymakers of the importance of addressing domestic violence as a driver of homelessness, advocates have argued, and could boost funding for specialized housing, which is currently overwhelmed by requests from domestic violence victims.

Second, the city's Department of Homeless Services will begin providing childcare during sensitive intake interviews, instead of requiring children to be present. Removing children from the interview room would prevent what advocates described as additional trauma caused by children hearing a parent recount specific details of domestic violence.

Click here to [read more about NYC Policy Changes Affecting Homeless Domestic Violence Victims.](#)

Around The Nation

March Is.... WOMEN'S HISTORY MONTH

Women's History Month is celebrated annually and highlights the contributions of women to events in history and contemporary society. It is celebrated every March, and corresponds with International Women's Day on March 8.

During the 2016 celebration of Women's History Month, NYSCADV is promoting the Ms. Foundation for Women & NBCBLK, NBCLatino, and NBC Asian America's #31Days of Feminism campaign on our [Facebook](#) and [Twitter](#) pages.

#31Days of Feminism: Fierce Feminists Fighting for Equality Everyday

The #31Days of Feminism Campaign spotlights women of color who, through their actions and words, lead the way toward a more equal world. This multimedia digital campaign features the voices and stories of 31 women of diverse identities, races, ethnicities, cultures, and ages.

Conversations about women too often obscure the differences between women and the richness and complexity of women's lives. This Women's History Month, we aim to lift up all women's histories and shine a light on those that are not normally told.

The women of color featured are not just living women's history - they are making history in their communities. Their work as activists, artists, writers, organizers, entrepreneurs, and athletes is changing lives and will have positive ripple effects for women for generations to come.

While this is an opportunity to honor women trailblazers, it is not only a celebration. It is also a call to action. We encourage everyone to join the conversation using the hashtag #31Days. Share what it means to you to be a feminist and why it is critical to lift up the voices of all women. Tell us about women of color doing amazing work in

March Is... BRAIN INJURY AWARENESS MONTH

March is National Brain Injury Awareness Month. An estimated 10 million Americans are affected by stroke and Traumatic Brain Injury (TBI) making brain injury the second most prevalent injury and disability in the United States. Symptoms of TBI can be different with each person and often symptoms are not immediately present or noticeable and can be physical, behavioral or psycho-social depending on the TBI.

Falls and assaults are two of the leading causes of TBI's. Injuries to the face, head and neck are among the most common areas of injury for survivors of domestic/intimate partner violence and many are unaware they have suffered a TBI until weeks, months or years later.

BRAIN INJURY RESOURCES

Domestic Violence & Traumatic Brain Injury Trainings

NYSCADV, in partnership with the Brain Injury Association of New York, will be holding free regional trainings across New York State this summer on Domestic Violence and Traumatic Brain Injury: The Intersections. [See our training announcement below for further details.](#)

Brain Injury Association of New York State

The Brain Injury Association of New York State (BIANYS) has developed resources for education, rehabilitation, community re-entry, accessibility, and more. Click here to [view all available resources from the Brain Injury Association of New York.](#)

BIANYS Family Helpline

BIANYS operates the [Family Helpline](#), a toll-free information and resource clearinghouse available Monday - Friday, from 8:00 AM to 4:00 PM EDT, with a voicemail system for after-hours messages. Whether you are seeking information on traumatic brain injury, looking for resources on rehabilitation, or just trying to find your way, the Family Helpline is there to help!

BIANYS knowledgeable staff maintains an extensive directory of services across the State. Call 1-800-444-6443 or [send them a message](#). They have resources for individuals with brain injury, family members, professionals, schools, or any other interested parties.

NYS Office for the Prevention of Domestic Violence

The NYS Office for the Prevention of Domestic Violence has developed resources for Brain Injury and Domestic Violence Service Providers including screening tools, safety planning guides, victims in shelter, and information on [The Intersections of Brain](#)

[Injury and Domestic Violence.](#)

New York State Department of Health

The [New York State Department of Health](#) has resources available including background information on types of brain injuries, prevention, medical care, statistical information on the incidences of traumatic brain injury in New York State, including by county, and much more.

Racial Bias in Celebrity IPV Incident Reporting

A recently released study by the University of Maryland (UMD), entitled "Nobody's Business? White Male Privilege in Media Coverage of Intimate Partner Violence," found racially biased reporting of intimate partner violence incidents when a celebrity is involved. The study reviewed 330 news articles covering 66 celebrities, published between 2009 and 2011. The study found that black male celebrities were three times more likely to be represented as criminals in media reporting when incidences of domestic/intimate partner violence occurred than their white counterparts. The study also noted that in reports of domestic violence, media outlets were more likely to make excuses for the actions of white vs. black male celebrity perpetrators.

Click here for [more information on "Nobody's Business? White Male Privilege in Media Coverage of Intimate Partner Violence."](#)

Gun Violence And Single Women

Cosmopolitan Magazine, recently released an editorial packet entitled "Guns and Relationships" detailing the impact of gun violence on single women. The article highlights the partnership of [Everytown](#) and Cosmopolitan in developing the [Singled Out](#) Campaign to raise awareness of the risks of gun violence and gaps in the law among unmarried women.

The editorial includes:

- A guide to discussing guns and gun ownership with an intimate partner;
- The dating loophole that allows convicted abusers and abusers under active restraining orders to purchase and keep guns simply because they have not married, had a child with, or lived with the victim;
- The online loophole that allows millions of gun sales to take place online without a background check each year;
- Guns on campus (the campaign also exposes the gun lobby's attempts to force college campuses to allow guns);
- Red flags for gun violence; and,
- Suggestions for ways single women can protect themselves.

The article features several quotes from NNEDV Public Policy Attorney, Marium Durani who worked closely with author, Liz Welch, on the dangerous gun law loopholes.

Click here to [view the editorial, Guns and Relationships](#).

Earned Income Tax Credit and Other Tax Credits

Updated for the 2016 tax season, the National Resource Center on Domestic Violence has shared a special collection highlighting the Earned Income Tax Credit (EITC) and other tax credits that may benefit survivors.

Since its inception, the EITC has been heralded as one of the most successful anti-poverty strategies in the United States, and numerous other tax credit programs have followed. Today there are tax credit programs for low-income workers with children and other dependents and for individuals seeking higher education, as well as outreach efforts designed specifically for underserved populations.

This collection highlights key resources for the EITC, the Child Tax Credit, Health Coverage Tax Credits, and others. It includes general information and fact sheets, reports and research, information about how tax credits affect eligibility for other federal benefits, resources to access state specific statistics and contact information, and resources specific to three underserved populations (Native Americans, workers who are immigrants, and workers with disabilities). It also provides information on free tax preparation services across the country and ways to avoid predatory lending and tax services.

Click here to [read more and view the Special Collection: EITC and Other Tax Credits](#).

Survey of LGBTQ Immigrant Community

United We Dream has released the findings of a survey launched nationwide in November 2015. The goal of the survey was *to better understand the needs, experiences, and challenges faced by the LGBTQ immigrant community nationwide. The survey was launched in response to the dire need to increase the amount of information and knowledge regarding this community, which remains "in the shadows" due to the intersection of marginalized identities.*

Some of the findings of the survey indicate that the LGBTQ immigrant community is:

- A young population living with diverse sexual orientation and gender identities, as well as immigration statuses.
- Experiencing high levels of discrimination and harassment in multiple areas of life including employment, education, health care, and housing.
- Facing deep mistrust of law enforcement.

- Still facing difficulties navigating the constellation of different LGBTQ and immigrant serving organizations.

Click here to [read more about and view the report "No More Closets, Experiences of Discrimination Among the LGBTQ Immigrant Community."](#)

First Responders and IPV

Researchers from the University of Windsor, Florida State University, and University of Florida College of Medicine collaborated on a research project on how emergency medical services personnel view and interact with victims of intimate partner violence in field work.

Key findings of the study included that while the vast majority of the 431 participants had previously interacted with patients that have disclosed IPV, about half of participants have had two hours or less, if any training on IPV in the past 5 years.

Click here to [read more about the study What do EMS personnel think about domestic violence? An exploration of attitudes and experiences after participation in training.](#)

Police Engagement with Diverse Communities

The Department of Justice's Office of Community Oriented Policing Services, in partnership with the Vera Institute of Justice and the National Organization of Black Law Enforcement Executives, has released a series of guidebooks intended to serve as a tool for all levels of law enforcement.

The series, **Police Perspectives: Building Trust in a Diverse Nation**, includes three guides: *How to Increase Cultural Understanding*, *How to Serve Diverse Communities*, and *How to Support Trust Building in Your Agency*. These vital tools share practices for law enforcement to strengthen trust with communities.

The guides include sections that touch on each of the three National Initiative Pillars: procedural justice, implicit bias, and reconciliation. Specifically, the guides discuss strategies to increase diversity and promote community policing; trainings to overcome cultural barriers; and methods to approach historical policing and make amends for past mistakes.

Click on each of the links below to view the individual guidebooks:

[How to Increase Cultural Understanding](#)

[How to Serve Diverse Communities](#)

[How to Support Trust Building in Your Agency](#)

2016 National Crime Victims' Rights Week

Save the Dates! The National Crime Victims's Rights Week (NCVRW) will take place April

10-16, 2016. The NCVRW Guide offers extensive online resources, providing all of the materials necessary to promote NCVRW within your community, including planning tips, a theme poster and video, artwork, a variety of campaign materials in both English and Spanish, and more.

Click here to [view the 2016 NCVRW Guide in English.](#)

Click here to [view the 2016 NCVRW Guide in Spanish.](#)

Around the World

How Iranian Women are Protesting Forced Hijabs

Masih Alinejad faces a vicious smear campaign in her home country, Iran, that prevents her from returning. Despite this, she has managed to become one of Iran's leading women's rights activists thanks to her skillful social media efforts.

Through her Facebook community, My Stealthy Freedom, Alinejad has been encouraging Iranian women to post photos of themselves without the mandatory hijab, or veil, to protest the restrictive policies of the Islamic government. Since she started the page in May 2014, it has garnered over 897,000 likes.

She's been profiled in Vogue and honored by the Geneva Summit for Human Rights and Democracy. But at the same time, she's been slandered by Iranian domestic media, leaving her in the unique bind of being a powerful voice for Iranian women while being unable to set foot on Iranian soil.

Click here to [read more about Masih Alinejad and My Stealthy Freedom.](#)

Technology Corner

Internet of Things Security is Horribly Broken

Simply put, the Internet of Things (IoT) is a concept of basically connecting any device with an on and off switch to the Internet (and/or to each other). This includes everything from baby monitors, home security systems, cellphones, coffee makers, washing machines, headphones, lamps, wearable devices and almost anything else you can think of.

Shodan, a search engine for the Internet of Things (IoT), recently launched a new section that demonstrates how vulnerable webcams are.

The feed includes images of marijuana plantations, back rooms of banks, children, kitchens, living rooms, garages, front gardens, back gardens, ski slopes, swimming pools, colleges and schools, laboratories, and cash register cameras in retail stores, according to Dan Tentler, a security researcher who has spent several years

investigating webcam security.

The cameras are vulnerable because they use the Real Time Streaming Protocol (RTSP, port 554) to share video but have no password authentication in place. Shodan crawls the Internet at random looking for IP addresses with open ports. If an open port lacks authentication and streams a video feed, the new script takes a snap and moves on.

While the privacy implications here are obvious, Shodan's new image feed also highlights the sad state of IoT security, and raises questions about what the industry is going to do to fix the problem.

Click here to [read more about how the "Internet of Things" security is broken and getting worse.](#)

Funding Opportunities

Black Women's Blueprint-Gender Justice Fund

Black Women's Blueprint is a trans-national Black feminist organization which celebrates and seizes the opportunity of the African diaspora, all while mourning the violent conditions that created it. Black Women's Blueprint believes communities can create a response to the lack of funding and other resources for Black women's gender-justice organizing. Through this initiative Black Women's Blueprint partners, shares resources, and gives a portion of all funds raised via events, Freedom Lounge and giving circles, to individual activists and groups that share its mission and objectives.

Click here for [more information on The Gender Justice Fund and Black Women's Blueprint.](#)

OVC Comprehensive Services for Victims of Human Trafficking

The Office for Victims of Crime (OVC) is now accepting applications under the [FY 2016 Comprehensive Services for Victims of All Forms of Human Trafficking Solicitation.](#)

OVC will make up to 10 awards of up to \$750,000 to enhance the quality and quantity of services available to assist victims of all forms of human trafficking by enhancing interagency collaboration and the coordinated community response to victims of human trafficking, and through the provision of high-quality services that address the individual needs of trafficking victims.

Funding will be provided to victim service organizations with a demonstrated history of providing services to victims of human trafficking; will support comprehensive services for all victims of human trafficking; and will aid efforts to increase the capacity of communities to respond to human trafficking victims through the development of

interagency partnerships, professional training, and public awareness activities.

Applications must be submitted by May 2, 2016 through Grants.gov. Applicants are encouraged to begin the application process well in advance of the deadline. For technical assistance with submitting an application, contact the Grants.gov Customer Support Hotline at 800-518-4726 or 606-545-5035, or via e-mail to support@grants.gov. The Grants.gov Support Hotline hours of operation are 24 hours a day, 7 days a week, except federal holidays.

For assistance with any other requirements of this solicitation, applicants can contact Kisha Green, Victim Justice Program Specialist, by telephone at 202-616-3573, or by email at Kisha.W.Green@usdoj.gov.

Click here to [view the full solicitation for eligibility and application requirements.](#)

Resources

Domestic Violence and Credit Reporting

The Center for Survivor Agency and Justice has released a new advocacy brief, *The National Consumer Assistance Plan: A Settlement Agreement with Credit Reporting Agencies Offers Relief to Survivors of Domestic Violence*. This advocacy brief describes a recent settlement that binds the "Big Three" Credit Reporting Agencies and explores the implications and strategies to credit repair for survivors of domestic violence. It is intended to assist attorneys and advocates working with survivors in disputing, repairing, and rebuilding credit. It provides an overview of the plan in the context of survivors who have experienced coerced debt and damaged credit at the hands of an abusive partner, offering advocacy strategies for credit repair, with a particular emphasis on the anticipated implementation and enforcement of the the plan. It also references other CSAJ resources and trainings on credit reporting and repair for advocates and attorneys working with survivors.

Click here to [view and download the Advocacy Brief: The National Consumer Assistance Plan.](#)

Publication of the Lawyer's Manual on Domestic Violence, 6th Edition

The New York State Judicial Committee on Women in the Courts is delighted to inform people that the newly revised Lawyer's Manual on Domestic Violence, edited by Mary Rothwell Davis, Dorchen A. Leidholdt, and Charlotte A. Watson is now available. This 6th Edition marks the 20th anniversary of publication. The last edition was published in 2006, and much has changed over the last ten years in the area of domestic violence.

The guide is available online in a PDF format or, while supplies last, as a print edition for training and educational purposes.

Click here to [view the online PDF of the Lawyer's Manual and Domestic Violence, 6th Edition.](#)

To request a print edition of the Lawyer's Manual on Domestic Violence, 6th Edition please email womeninthecourts@nycourts.gov.

New York State Crime Victims Legal Network Project

Empire Justice Center in partnership with the NYS Office for Victim Services, the University at Albany's Center for Human Services Research, and Pro Bono Net have recently launched the New York State Crime Victims Legal Network Project. This project aims to bring awareness to the civil legal needs experienced by victims of crime as well as helping victims access civil legal assistance.

This project will have two phases, during the first 18 months (Phase 1), the team will conduct a needs assessment to determine what the civil legal needs of victims and the availability of those services. Phase 2 will last 12 months, dedicated to developing a new online resource for victims of crime to locate the legal help and services needed.

Click here to [read more about the NYS Crime Victims Legal Network Project.](#)

Disaster and Emergency Preparedness and Response

In response to recent catastrophic events, both natural (Mississippi River flooding impacting nine states) and human-caused (mass violence in the name of hate or terrorism), among others, the National Resource Center on Domestic Violence is pleased to announce a newly-updated Special Collection featuring gender-informed resources to support the disaster and emergency preparedness and response efforts of domestic and sexual violence programs.

This collection highlights the disproportionate vulnerability of women and children to domestic and sexual violence in disaster and emergency situations, and organizes information to help increase the safety and well being of those at higher risk for violence (or re-traumatization) during and after a major disaster or crisis. Included in this collection are selected materials and resources -- many gender-informed -- that can be used by domestic and sexual violence organizations to increase their preparedness for and response to major disasters and emergencies.

Click here to [view the Disaster and Emergency Preparedness and Response Special Collection.](#)

Faces of Human Trafficking Resource Guide

The Office for Victims of Crime has developed a new multidisciplinary resource guide. The *Faces of Human Trafficking* resource guide was created to raise public awareness of the many forms of trafficking.

The resource guide includes:

- a series of videos (English with Spanish subtitles),
- discussion guides,
- fact sheets, and
- posters for use during group discussions.

Click here to [view the Faces of Human Trafficking Resource Guide.](#)

Know Your Rights with Immigration and Customs Enforcement

The Department of Homeland Security recently announced that in January, Immigration and Customs Enforcement (ICE) will begin raids targeting the homes of Central American families that entered the U.S. in 2014. NYSCADV is deeply concerned that the Department is returning vulnerable individuals with valid protection claims to life-threatening violence. There have been a number of reports that within days or weeks of their deportation individuals, including mothers and children, are being killed.

The Immigrant Defense Project, in partnership with with the Center for Constitutional Rights has developed a Know Your Rights, quick reference flyer and a more in-depth booklet to help affected communities better understand and respond to ICE agents. Please consider making these available within your organizations.

Click here for [more information and to view the English and Spanish versions of the Know Your Rights with ICE flyer and booklet.](#)

Intersectionality of Forced Marriage and Abuse

Released by the National Resource Center on Domestic Violence, *The Intersectionality of Forced Marriage With Other Forms of Abuse in the United States* provides information and research on forced marriage in the United States and its intersections with child abuse, sexual assault and rape, domestic and family violence, stalking, female genital mutilation/cutting (FGM/C), and human trafficking.

The research demonstrates that forced marriage is a serious but neglected problem in the US, and despite many advocates' best efforts, survivors of forced marriage and those at risk continue to fall through the cracks of the systems and programs set up to protect individuals from abuse.

Click here [to view the research paper *The Intersectionality of Forced Marriage With Other Forms of Abuse in the United States.*](#)

Webinars, Events & Trainings

(descriptions are taken directly from the host's event announcements)

Good Shepherd Services

Is it Conflict of Abuse? Differential Assessment and Response Skills

March 31, 2016

9:30 AM - 12:30 PM

New York, NY

Provides 3 continuing education contact hours for LCSWs and LMSWs

Conflict is a normal part of relationships and can lead to change, growth, and deeper connection. It can also lead to divergence, alienation, and endings. In some cases, escalating conflict can result in risk, even danger, but does that make it abuse? The key to understanding the difference between conflict and abuse is in understanding relational power dynamics, and in looking beyond the "shortcuts" of behavior and gender to more complex and nuanced elements such as context, motive, agency, and impact (Hodes, "Abusing Privilege: Broadening the Domestic Violence Paradigm," Family & Intimate Partner Violence Quarterly, Vol 3, No 4, Spring 2011, Civic Research Institute). This workshop examines some key ways in which abusive relationships are different from relationships where there is high conflict and volatility. Both may be unhealthy, even unsafe, but the power dynamics, patterns, coping skills, and needs differ. How do we know which is which? How do we make an assessment, and how does that assessment impact our interventions? By comparing healthy, high-conflict, and abusive relationships along several key areas, options for intervention and response will be explored in order to promote safety, trauma-reduction, and best practice.

Facilitator: Catherine Hodes, LCSW, Program Director, Safe Homes Project, Good Shepherd Services.

Click here for [more information and to register for Is it Conflict of Abuse? Differential Assessment and Response Skills](#)

Battered Women's Justice Project

The Danger of When Animal Abuse Co-Occurs with Family Violence: Strategies and Policies for Keeping Families Safe

April 7, 2016

1:00 PM - 2:30 PM EST

When family violence is present, the pet is often targeted to gain silence and compliance of an intimate partner and their children. This workshop will delve into the

newest research and theories addressing how animals are used by batterers in family violence and how failing to address animal abuse can contribute to continued violence in the home. Discussion will include strategies for intervention and programs to assist families with pets flee abusive homes and find safety.

Fees

- There is no charge to register for this webinar. This webinar is open to OVW Grantees and the general public and the target audience is attorneys, advocates, law enforcement and court personnel.
- For Continuing Legal Education (CLE) Credit for attorneys, please check with your state bar for CLE requirements and related fees. We will provide webinar materials and an attendance certificate (upon request following the webinar) to those who are applying for CLE credit with their state bar.

Presenter

Allie Phillips

- Author. Attorney. Advocate.
- Founder, Sheltering Animals & Families Together (SAF-T)
- Co-Creator, Therapy Animals Supporting Kids (TASK)
- Award winning author of *Defending the Defenseless: A Guide to Protecting and Advocating for Pets and How Shelter Pets are Brokered for Experimentation: Understanding Pound Seizure*
- Named one of America's Top Animal Defenders of 2015

Click here to [register for The Danger of When Animal Abuse Co-Occurs with Family Violence: Strategies and Policies for Keeping Families Safe.](#)

NYSCADV

A Day With Pat Vivian: Creating and Sustaining Healthy Organizations & Leaders*

April 18, 2016:
8:30 AM - 4:00 PM
New York, NY

OR

April 21, 2016
9:00 AM - 5:00 PM
Albany, NY

We are thrilled to announce that Pat Vivian, national expert on organizational trauma and healing, will be joining us in April to offer a training (**presented in two locations**) to domestic violence programs in New York State.

TRAINING DESCRIPTION

The nature of an organization's work directly impacts the culture of the organization. An organization that provides services to traumatized individuals, families, and/or communities is susceptible to becoming a traumatized system, experiencing the cumulative effects of the work itself. These effects become embedded within the organizational system and influence all aspects of organizational life. They take their toll on the health of the organization.

Leaders will have an opportunity to discuss (learn about) the dynamics occurring within their organization, understand their role as influencers of organizational culture, and explore ways they can help their organizations heal and thrive. In this interactive workshop participants will gain new perspectives about organizational health and learn about (new) approaches for identifying and addressing organizational patterns and challenges. Leaders will also have the opportunity to share experiences related to their own self-care and thriving.

ABOUT PAT VIVIAN

The heart of Pat's work is to help organizations heal from trauma and become healthy and sustainable entities. Her passion is to strengthen mission-driven groups that are working for positive change and social justice in society. In addition she offers support and creative thinking to leaders of these organizations. Over the 33 years of her practice Pat has worked with hundreds of nonprofit organizations and coalitions in the Northwest and across the United States. With her colleague Shana Hormann she published *Organizational Trauma and Healing* in 2013. Pat recently retired from her 30 year teaching career at Antioch University.

WHO SHOULD ATTEND

Executive directors and program directors of New York State domestic violence programs.

IMPORTANT INFORMATION

Space is limited, and we anticipate this training will fill up quickly. We want to remind everyone that 2016 NYSCADV Member Programs receive priority registration to all NYSCADV events and trainings. If your organization has not yet become a 2016 NYSCADV Member Program, you can apply using this link to our [Membership Description page](#). If registration fills quickly, we may also need to limit the number of employees each agency sends.

***The information covered will be the same on each training date. Please sign up for only one session!**

Click here to [register for the New York City training session on Monday, April 18th.](#)

Click here to [register for the Albany, NY training session on Thursday, April 21st.](#)

Office on Violence Against Women (OVW), in partnership with Catholic Legal Immigration Network,

The Legal Advocates Perspective: Board of Immigration Appeals Recognition and Accreditation & Immigration Legal Services for Abused Immigrants

April 27-28, 2016

Tysons, Virginia

This two-day course is geared towards non-lawyer legal advocates who will be or are currently working with immigrant survivors of domestic violence (DV) or sexual assault (SA). Trainers will combine a basic overview of immigration law with an introduction to legal and case management skills critical to becoming an effective immigration law advocate. This training is designed to help prepare legal advocates to become Board of Immigration Appeals (BIA) accredited. BIA accreditation allows non-lawyers to practice immigration law and assist survivors with obtaining lawful immigration status without the abuser's knowledge or consent.

Topics covered shall include: an overview of the immigration system and laws, immigrating through marriage and other family relationships, grounds of inadmissibility and removability, immigration remedies under the Violence Against Women Act (VAWA and U status), adjustment of status, BIA recognition and accreditation and ethical considerations in working with immigration cases.

The training will be interactive with group and individual exercises and several opportunities for discussion and information sharing. Participants will also have the opportunity to sign up to receive an individual consultation on assembling their BIA recognition and accreditation applications. This is a two-day training, and participants will be required to attend both days of the training.

Faculty members include Kristina Karpinski, Susan Schreiber and Silvana Arista of the Catholic Legal Immigration Network, Inc. (CLINIC) and Cecelia Levin of ASISTA Immigration Assistance. CLINIC and ASISTA assists DV and SA advocates with obtaining BIA recognition for their agency and BIA accreditation for themselves as staff working for those agencies.

This training is open to Legal Assistance for Victims, Rural Domestic Violence, Sexual Assault, Dating Violence and Stalking grantees and partners, as well as recipients of the STOP Violence Against Women Formula Grant Program (STOP) sub grantees. The grantees referenced above will have priority for the training. If OVW Technical Assistance providers and other OVW grantees are interested in participating, they will be admitted if space is available. Registration is limited to 38 participants. Up to two participants from the same organization/agency are permitted to register. If there are more than two participants from the same organization/agency interested in attending, we will place them on a waiting list and contact them if additional spaces become available.

Please note that this training is open solely to non-lawyer legal advocates who are seeking initial BIA accreditation.

Registration Deadline: April 8, 2016

Click here for [more information and to register for The Legal Advocates Perspective: Board of Immigration Appeals Recognition and Accreditation & Immigration Legal Services for Abused Immigrants.](#)

Brain Injury Association of New York & NYSCADV

Domestic violence advocates are uniquely aware of the intersection between intimate partner violence and brain injury. Many survivors of physical abuse suffer repeated head injuries - one study of survivors in three domestic violence shelters found that 92% had been hit in the head by their partners, most more than once.

Recognizing the need to continually provide education on these issues, the Brain Injury Association of New York State is partnering with NYSCADV to provide free regional trainings to domestic violence advocates across the state. This 3 hour training is designed as an introductory session on the intersection of domestic violence and traumatic brain injury.

Participants will obtain a basic understanding of:

- Traumatic brain injury
- Intersection of domestic violence and traumatic brain injury
- Providing services to survivors with traumatic brain injury
- Identifying community resources for individuals with brain injury

**The trainings will be presented in multiple regions around the state.
Information covered will be the same on each training date.**

Please sign up for only one session!

NEW YORK CITY REGION - BROOKLYN

Tuesday, June 28th

1:00 PM to 4:00 PM

Safe Horizon Learning Center in Brooklyn, NY

[Click here to register for the Brooklyn session on June 28th](#)

LONG ISLAND REGION - CENTRAL ISLIP

Wednesday, June 29th

9:30 AM - 12:30 PM

Touro Law Center - Central Islip, NY

[Click here to register for the Central Islip session on June 29th](#)

WESTERN REGION - BUFFALO

Tuesday, July 12th

1:00 PM - 4:00 PM

Walden Galleria Community Room - Buffalo, NY

[Click here to register for the Buffalo session on July 12th](#)

WESTERN REGION - BATAVIA

Wednesday, July 13th

9:30 AM - 12:30 PM

YWCA of Genessee County - Batavia, NY

[Click here to register for the Batavia session on July 13th](#)

CENTRAL REGION - SYRACUSE

Wednesday, August 24th

1:00 PM- 4:00 PM

Noble Health Services - Syracuse, NY

[Click here to register for the Syracuse session on August 24th](#)

NORTHEAST REGION - LAKE PLACID

Tuesday, August 30th

1:00 PM - 4:00 PM

Heaven Hill Farm - Lake Placid, NY

[Click here to register for the Lake Placid session on August 30th](#)

Employment Opportunities

(descriptions are taken directly from the host's employment announcements)

New York State Coalition Against Domestic Violence

Project Coordinator

The New York State Coalition Against Domestic Violence is seeking a full time Project Coordinator who is responsible for completing statewide systems advocacy, training, and technical assistance initiatives.

This position is based in Albany, NY.

DUTIES:

- Implement systems advocacy, training, and technical assistance projects
- Conduct project needs assessments and produce reports
- Provide ongoing technical assistance to member programs and allied professionals
- Facilitate project-related meetings, conference calls, and teleconferences
- Create project materials and compile resources to support the goals of assigned projects

- Review, analyze, and respond to local, statewide, and national issues and trends that impact domestic violence service provision
- Participate in additional activities and meetings as assigned
- Perform other duties and responsibilities as assigned

QUALIFICATIONS/EXPECTATIONS:

- Bachelors Degree and minimum of two years of experience with domestic violence, human service, or policy and advocacy programs or equivalent combination of education and experience
- Masters Degree/JD degree and two or more years of experience with statewide systems advocacy initiatives preferred
- Excellent written and verbal communication skills, planning and project coordination, and problem-solving expertise
- Proficiency in Windows operating system, MS Office, and non-profit programming required
- Ability to multi-task and maintain attention to detail
- Ability to express oneself verbally and through written communications in order to convey factual information to agencies, organizations, and individuals
- Ability to maintain an independent workload, and work collaboratively and professionally with all NYSCADV staff, consultants, and funders
- Personal qualities of integrity and credibility and commitment to NYSCADV's Mission
- Commitment to nonviolence and diversity and ability to respect and work with diverse groups
- Ability to comply with the agency Ethics, Standards of Conduct, and Confidentiality policies
- Knowledge of domestic violence services and advocacy strongly preferred
- Valid driver's license, access to own transportation, willingness and ability to travel

About the New York State Coalition Against Domestic Violence:

The New York State Coalition Against Domestic Violence is a not-for-profit organization whose mission is to create and support the social change necessary to prevent and confront all forms of domestic violence. As a statewide membership organization, we achieve our mission through advocacy, education, leadership development, promotion of sound policy and practice, and broad-based collaboration integrating anti-oppression principles in all our work.

Application Process:

To apply, submit a cover letter, resume, and the contact information for 3 professional references to: nyscadvjobs@nyscadv.org

No phone calls please. Review of applications will begin immediately and the position will remain open until filled.

The New York State Coalition Against Domestic Violence is an Equal Employment Opportunity Organization.

Center for Safety and Change

FULL TIME BILINGUAL COUNSELOR

Center for Safety & Change is currently seeking a Bilingual Counselor. This is an exempt full-time position with benefits package including: employer contribution to group health plan with options for spousal, family and/or domestic partner coverage, paid time off and an optional 403(b) plan.

Some Responsibilities Include:

- Provide assessment and short term treatment to adult and child victims of child sexual abuse, child abuse, rape, domestic violence, stalking, and human trafficking, their family and friends.
- Facilitation of support groups for victims of abuse and their families.
- Requirements:
- Must have strong organizational skills, valid driver's license, own transportation and ability to work three evenings per week. Master's degree in Social work (MSW); counseling; or psychology with clinical experience and valid NYS licensure.
- Candidates with training and experience in trauma specific clinical approaches with adults and children are highly desirable for this position.
- Must have knowledge, sensitivity, and commitment to gender-based violence and anti-oppression work.

Benefits Include:

Health Insurance, Paid Time Off (PTO)

No phone calls please: Applicants may **email, mail or fax** resume and cover letter stating why you are interested in this position with salary requirements to:

Jean Roemer, LMSW

Director of Children and Youth Services

Center for Safety & Change, Inc.

9 Johnsons Lane

New City, NY 10956

Fax: (845) 634-3396

Email: humanresources@centersc.org (Subject line must have Full Time Bilingual Counselor)

BILINGUAL ADVOCATE (Spanish)

Center for Safety & Change is currently seeking a Bilingual Advocate. This is a full time position that includes victim advocacy and accompaniment responsibilities.

This position requires participation in support group rotation schedule and the ability to work flexible hours including evenings and weekends as needed.

Some Responsibilities Include:

- Answer hotlines
- Provide crisis counseling
- Assist women in making, creating and implementing safety plans
- Serve as our representative at the Wednesday Mother's group in Haverstraw from 3pm to 5pm and present information to the group on domestic violence.
- Provide individual support counseling
- Co-leading Battered Women's Support Group as needed
- Provide women with information and referrals to outside agencies and services
- Available for women at emergency shelter for needed services while at the shelter and aftercare services when they leave

Requirements:

Must be able to speak, read, write and translate Spanish. Bachelor's in Counseling, Psychology, Social Justice, Human Services or related field a plus but not required, or High School Diploma. 3+ years of experience working in the field.

Benefits Include:

Health Insurance, Paid Vacation, Holidays, Personal and Sick days

No Phone Call Please: Applicants may

email, mail or fax resume, cover letter stating why you are interested in this position with salary requirements to:

Vivian England

Center for Safety & Change

9 Johnsons Lane

New City, NY 10956

Fax: (845) 634-3396

Email: humanresources@centersc.org (Subject line must have Bilingual Advocate)

COORDINATOR OF ANTI-HUMAN TRAFFICKING SERVICES

Center for Safety & Change is a not for profit, equal opportunity employer committed to a diverse, culturally sensitive work environment. All are encouraged to apply. This is a full time position to coordinate and provide direct services to survivors and secondary survivors of Human Trafficking.

Some Position Responsibilities Include:

- Provide leadership to CSC and collaborative partners in the development and implementation of grant goals and objectives.
- Administration of the Safe Harbour Grant which includes the following:

- Community outreach: develop and implement a coordinated community response to human trafficking in Rockland County.
- Establish relationships and work collaboratively with community agencies.
- Build collaborations with key stake-holders to ensure effective delivery of services.
- Develop, schedule and provide educational presentations to the public and trainings for agencies, the faith-based community, law enforcement, health providers, etc.
- Data collection
- Develop and maintain operational policies and protocols
- Completion of required reports including minutes of all meetings and sign in sheets
 - Develop and distribute awareness and educational and outreach materials
- Coordinate Safe Harbour Core meetings and Safe Harbor Referral Meetings.
- Provide Direct Services to victims of human trafficking and their families through hotlines; phone counseling; accompaniment to police, court, DA, information and referrals.

Position Requirements:

- Must have strong organizational and writing skills, valid driver's license, own transportation and ability to work collaboratively with other disciplines.
- Knowledge of criminal justice system and courts a plus.
- This position requires flexible hours including some early mornings, a minimum of one evening per week and weekends. Required on-call rotation during off-hours to respond to client needs.
- Public speaking and meeting co-facilitation skills
- Bachelor's Degree in social work, counseling or related field; or 2+ years of experience within the criminal justice system/working with victims of crime in a multidisciplinary setting preferred.
- Bilingual / bicultural candidates preferred. Will train appropriate candidates

Benefits Include:

Health Insurance, Paid Time Off (PTO)

Salary:

Mid to late 30's dependent upon level of experience.

No phone calls please. Applicants may **email, mail or fax** resume, and cover letter, with salary requirement and a writing sample to:

Jacqueline Collazo, M.S

Director of Special Victims Services

Center for Safety & Change

9 Johnsons Lane

New City, NY 10956

Fax: (845) 634-3396

Email: humanresources@centersc.org (Subject line must have Coordinator of Anti-Human Trafficking Services)

For information about our organization please go to:

Day One

Location: New York, NY

DIRECTOR OF FINANCE & ADMINISTRATION - JOB DESCRIPTION

Overview

Day One seeks a Director of Finance & Administration to support the work of our interdisciplinary team of professionals focused on prevention and intervention services for young people affected by intimate partner violence. The Director of Finance & Administration (DFA) ensures sound financial planning and management across all aspects and departments of Day One. A member of the leadership team, the DFA reports to the Executive Director and works directly with the bookkeeper, auditor and the Finance and Audit Committee of the Board of Directors. The DFA leads all finance, accounting and administrative functions of Day One, including functional responsibility over accounting, payroll, human resources, insurance/risk management, administrative contracts management and financial oversight of program contracts. The successful candidate will have experience at building systems for a small and growing nonprofit, a strategic approach to analyzing and projecting budgets, hands-on experience with the administration of a nonprofit, and be committed to Day One's mission and service to the field. The ideal candidate will be familiar with New York City and State as well as federal contracts and grant reporting.

Hiring Organization

Day One is the only organization in New York devoting its full resources to preventing dating abuse among young people. Day One partners with youth to end dating abuse and domestic violence through community education, supportive services, legal advocacy and leadership development. Day One's Community Education Program trains youth and adults about dating abuse and the law. Serving citywide youth 24 years of age and under, the Direct Services Program provides crisis counseling, legal representation, advice and information to youth. Day One's Youth Voices Network engages young survivors in advocacy and outreach projects to build awareness of teen dating violence.

Day One recognizes that anti-violence work is emotionally demanding and professionally complex. We strive to create an office culture that invests in the wellness of staff and leads to employee sustainability. Office policies are designed to promote healthful practices and establish a supportive and collaborative environment for and among staff.

Finance and Accounting Responsibilities

- a) Oversee short- and longer-term strategic financial planning.
- b) Supervise all accounting functions, including accounts payable, accounts receivable, chart of accounts and general ledger, ensuring compliance with appropriate GAAP standards and regulatory requirements. Maintain and implement appropriate internal controls.

- c) Prepare monthly, quarterly and annual financial reports in a timely manner for the Executive Director and Finance Committee of the Board of Directors. Develop financial reports for Board and Committee meetings.
- d) Oversee and lead annual budgeting and planning process in conjunction with Executive Director and senior management; administer and review all financial plans and budgets; monitor progress and changes on a monthly basis and communicate this information to senior leadership, identifying variances and developing appropriate action plans.
- e) Manage organizational cash flow and forecasting.
- f) Maintain existing relationships with vendors, funders and bank. Oversee the annual audit process; coordinate with external auditors and report to the Audit Committee of the Board of Directors. Produce external financial statements.
- g) Working with development and program staff, oversee financial planning, management, and reporting of government, foundation, and privately-funded grants. Oversee the preparation of budgets and financial reports for all grant-funded projects.
- h) Interface with such City, State and Federal agencies on all financial matters.

Human Resources, Operations and Administrative Responsibilities

- a) Further develop and manage Day One's administration of all personnel policies and procedures, ensuring compliance with legislation and policies.
- b) Oversee benefits administration; recommend modifications to existing plans plus additional options; negotiate with benefit providers.
- c) Provide guidance to managers and staff on all personnel issues that arise; liaise with payroll and benefits vendor and outside counsel, as needed.
- d) Negotiate and ensure compliance with all contracts.
- e) Review all independent contractor agreements.
- f) Oversee invoicing for and tracking of fee-for-service work.
- g) Ensure recruitment, hiring, evaluation and other personnel policies and procedures are being followed consistently and in compliance with the law.
- h) Understand and mitigate key elements of Day One's risk profile; negotiate and maintain appropriate insurance coverages.
- i) Act as principal staff member ensuring Day One's infrastructure and operational needs are being met, addressing issues related to office space and related resources.

Qualifications

- a) Excellent written and verbal communication skills; meticulous attention to detail; ability to operate effectively in a rapidly changing environment.
- b) A minimum of 7 years in finance, with at least 3 years in a managerial position; Experience as part of a nonprofit organization's leadership team.
- c) Expertise or at minimum familiarity with financial/accounting and database software (e.g. QuickBooks, Excel, Salesforce).
- d) Excellent written and verbal communication skills, with an ability to translate complex organizational data into clear and simple messages for a wide range of audiences.
- e) At least a Bachelor of Arts or Bachelor of Science degree, preferably an advanced degree in a related field.
- f) Familiarity with federal, city and state funding process, including proposal and reporting requirements.

Salary and Benefits

Salary is competitive and dependent on experience. Day One offers a benefits package that includes a 401(k) plan with match, health, dental, vision, flexible spending accounts, pre-tax transit costs and generous vacation.

Application Process: Please send a cover letter and resume attached as a single document to the Executive Director of Day One at snilva@dayoney.org. Please describe your interest in the position and provide current salary in your cover letter. Day One is currently fielding applicants and plans to begin interviewing during March 2016; this position will be expected to begin work June 1, 2016.

Day One is an Equal Opportunity Employer and encourages people of color, immigrants, LGBTQ-identified and differently-abled candidates to apply. Applicants will be seen on a rolling basis. We regret that only applicants considered for the position will be contacted by Day One.

DATING VIOLENCE EDUCATOR/COUNSELORS (RAPP COORDINATORS)

JOB DESCRIPTION

Job Summary Day One seeks energetic and creative applicants to fill seven positions as Relationship Abuse Prevention Program (RAPP) Coordinators. The RAPP Coordinators must have a Masters in Social Work and experience working with youth and/or intimate partner violence. Each RAPP Coordinator will participate in the design and delivery of preventive and informative workshops to end intimate partner violence (IPV) among youth and provide young people already experiencing such violence with counseling and direct assistance from a school-based site in New York City.

Day One Overview

Since 2003, Day One has devoted its full resources to preventing intimate partner violence (IPV) among young people. Day One partners with New York City youth to end IPV through a combination of preventive and direct services. Our multi-disciplinary approach brings together a highly collaborative staff with expertise in legal, social service and education service provision. Serving New York City youth up to 24 years of age, our Direct Services Program provides direct legal representation, advice and information, individual and group counseling and case management services to survivors. Through the Community Education Program, Day One educates young people in schools and youth programs about IPV and the law, as well as trains professionals and parents to support teens experiencing abuse.

Day One recognizes that anti-violence work is emotionally demanding and professionally complex. We strive to create an office culture that invests in the wellness of staff and leads to employee sustainability. Office policies are designed to promote healthful practices and establish a supportive and collaborative environment for and among staff.

Responsibilities of RAPP Coordinators

As a full time employee of Day One, each RAPP Coordinator will be assigned to a single New York City high school or middle school where he or she will conduct the following tasks, returning to Day One's office one day per week for supervision and program planning activities.

- Teach a healthy relationships curriculum addressing dating abuse, domestic violence and the law, sexual assault/consent and coercion to youth, caregivers, and school-based professionals
- Adapt a curriculum to fit the needs of applicable school and community
- Deliver individual and group counseling and supportive services to young survivors of dating violence, witnesses and affected youth as individuals and in groups
- Participate in weekly clinical supervision
- Coordinate a summer Peer Leadership Program, training and engaging students in development and delivery of dating violence prevention activities and workshops
- Develop and/or assist in the development and delivery of additional presentations, including arts-based workshops
- Coordinate outreach, scheduling, and partnership with community based organizations
- Assist in the development of materials and workshops
- February 1, 2016
- Work with Day One staff to determine program direction and expansion, including participating in strategic planning and program evaluation activities
- Represent Day One at community-based events, panels, conferences and occasional media opportunities
- Assist in tracking program data through maintenance of databases and measurement tools
- Availability for occasional evening or weekend meetings or presentations
- Other related duties as assigned

Qualifications

- Masters of Social Work and experience working with adolescents/teens and intimate partner violence
- Facility working with diverse groups of youth, including lesbian, gay, bisexual and transgender-identified youth, immigrant youth, individuals in crisis and/or low-income communities, youth in care, etc.
- Training/Facilitation experience
- Commitment to the empowerment of young people
- Ability to work independently and in a collaborative setting
- Exceptional written, verbal and organizational skills
- Excellent judgment, attention to detail and time management skills
- Experience with Word, Excel and database systems
- Bilingual in English and Spanish preferred

Salary and Benefits

Salary is competitive and dependent on experience. Day One offers a benefits package that includes health, dental, vision, 401k with match, life insurance, flexible spending accounts and generous vacation. Supervision hours will be provided by an LCSW.

Application Process: Day One is currently fielding applicants and plans to begin interviewing during March 2016 for positions that will be expected to begin work July

1, 2016.

Please send a resume and a cover letter including current salary to Michele Paoella, Program Director, at mpaoella@dayoneny.org with RAPP Coordinator in the subject line. We regret that only applicants considered for the position will be contacted by Day One.

Day One is an Equal Opportunity Employer and encourages people of color, immigrants, LGBTQ-identified and differently-abled candidates to apply.

SUPERVISING SOCIAL WORKER - JOB DESCRIPTION

Job Summary

Day One seeks an energetic and creative social worker with an interest in program development to serve as Day One's Supervising Social Worker. The Supervising Social Worker must have an LCSW with clinical supervising privileges in the state of New York. The Supervising Social Worker will participate in the design and delivery of Day One's new Relationship Abuse Prevention Program (RAPP).

Day One Overview

Since 2003, Day One has devoted its full resources to preventing intimate partner violence (IPV) among young people. Day One partners with New York City youth to end IPV through a combination of preventive and direct services. Our multi-disciplinary approach brings together a highly collaborative staff with expertise in legal, social service and education service provision. Serving New York City youth up to 24 years of age, our Direct Services Program provides direct legal representation, advice and information, individual and group counseling and case management services to survivors. Through the Community Education Program, Day One educates young people in schools and youth programs about IPV and the law, as well as trains professionals and parents to support teens experiencing abuse.

Day One recognizes that anti-violence work is emotionally demanding and professionally complex. We strive to create an office culture that invests in the wellness of staff and leads to employee sustainability. Office policies are designed to promote healthful practices and establish a supportive and collaborative environment for and among staff.

Responsibilities of Supervising Social Worker

Supervising Social Worker will provide clinical supervision to six RAPP Coordinators as well as Day One's Social Worker. In addition to responsibilities related to program development and clinical supervision, the Supervision Social Worker will maintain a caseload of counseling clients, assist in development of materials and outreach strategy for the RAPP program, and assist with other projects of Day One as assigned. The RAPP program includes the following components, carried out by the RAPP Coordinators and Supervising Social Worker in collaboration:

- Development and delivery of a healthy relationships curriculum addressing dating abuse, domestic violence and the law, sexual assault/consent and coercion to youth, caregivers, and school-based professionals

- Deliver individual and group counseling and supportive services to young survivors of dating violence, witnesses and affected youth as individuals and in groups
- Coordinate a summer Peer Leadership Program, training and engaging students in development and delivery of dating violence prevention activities and workshops or other educational campaigns that they can bring back to their home schools in the school year
- Coordinate outreach, scheduling, and partnership with community based organizations
- Work with Day One staff to determine program direction and expansion, including participating in strategic planning and program evaluation activities
- Represent Day One at community-based events, panels, conferences and occasional media opportunities
- Assist in tracking program data through maintenance of databases and measurement tools
- Availability for occasional evening or weekend meetings or presentations
- Other related duties as assigned

Qualifications

- Licensed Clinical Social Worker (LCSW required) with experience working with adolescents/teens and intimate partner violence
- SIFI certification required
- Facility working with diverse groups of youth, including lesbian, gay, bisexual and transgender-identified youth, immigrant youth, individuals in crisis and/or low-income communities, youth in care, etc.
- Training/Facilitation experience
- Commitment to the empowerment of young people
- Ability to work independently and in a collaborative setting
- Exceptional written, verbal and organizational skills
- Excellent judgment, attention to detail and time management skills
- Experience with Word, Excel and database systems
- Bilingual in English and Spanish preferred

Salary and Benefits

Salary is competitive and dependent on experience. Day One offers a benefits package that includes health, dental, vision, 401k with match, life insurance, flexible spending accounts and generous vacation.

Application Process: Day One is currently fielding applicants and plans to begin interviewing during March 2016 for positions that will be expected to begin work July 1, 2016.

Please send a resume and a cover letter including current salary to Michele Paoella, Program Director, at mpaoella@dayoneny.org with RAPP Supervising Social Worker in the subject line. We regret that only applicants considered for the position will be contacted by Day One.

Day One is an Equal Opportunity Employer and encourages people of color, immigrants, LGBTQ-identified and differently-abled candidates to apply.

Grace Smith House

Bilingual Domestic Violence Advocate (Worker Justice Project)

Position Type: Part Time, 20 HR per week

Location: Poughkeepsie, NY

About Grace Smith House:

Established in 1981, Grace Smith House provides essential shelter and services to victims of Domestic Violence and their children. Located in Dutchess County, Grace Smith House also provides transitional housing and non-residential services.

For more information, please visit our website at www.gracesmithhouse.org

Position Summary:

The Bilingual Domestic Violence Advocate is responsible for providing direct services to migrant farm workers who are victims of domestic violence. The position will respond primarily to the practical systems advocacy needs of domestic violence victims as they interact with the legal system, courts, and law enforcement. Domestic violence services provided will include assisting with safety planning and periodically reviewing safety plans, risk assessment, providing information and support, advocacy and accompaniment as needed depending on individual client goals.

The Bilingual Domestic Violence Advocate will be responsible for providing services to identified victims in Dutchess, Ulster, Orange, Columbia and Sullivan counties. Travel is expected in a 6 county area but the position will be primarily based in Kingston. Other duties include maintaining client records and information in accordance with agency policy.

Qualifications:

Education: Two year degree and/or life experience working with domestic violence survivors

Experience: Background in advocacy and/or case management within a human service program

Specialized Skills: Fluency in Spanish and a good understanding of Latino culture; Basic Computer Literacy, Valid Driver's License and own reliable vehicle (mileage reimbursement available)

Salary:

\$19.00 - \$19.71, Depending on experience. Mileage and reimbursement as per company policy.

Application Process:

If you are interested in this position or know someone who would be a great addition to the Grace Smith House team, please send your resume along with a letter of interest to sandra@gracesmithhouse.org or feel free to contact me at (845) 452-7155, ext.

My Sisters' Place

Job Title: Senior Domestic Violence Counselor

Job Classification: Full Time

Position Reports To: Program Manager

Location: White Plains, NY

My Sisters' Place is a not-for-profit 501(c)(3) organization, located in Westchester County, New York, that has grown from a grassroots task force and drop-in center formalized in 1978 into a cutting-edge leader and resource in the field of domestic violence and human trafficking advocacy and services.

The Community Counseling and Advocacy Program (CCAP) provides quality services to all adult individuals impacted by intimate partner abuse. Our trained counselors use a supportive approach and strive to create a safe environment for individual and group counseling services to occur. Through this setting, clients share their feelings and thoughts about the abuse they have endured and how it impacts their lives. The CCAP team recognizes that the individuals we assist are the ambassadors of their own lives and should be in control of their own decisions. CCAP counselors work side by side with clients to give the information, resources and the encouragement needed, with the overall goal of helping those we serve empower themselves to make informed choices that promote emotional and physical well-being for themselves and for their children. The Senior Domestic Violence Counselor is based in the Yonkers office and provides support and oversight to one CCAP Domestic Violence Counselor, as well as to assist a caseload of victimized clients through supportive counseling, safety planning, information and referrals, and advocacy.

DUTIES

- Provide management and supervision to one Yonkers CCAP Domestic Violence Counselor
- Provide crisis intervention, safety planning, counseling and advocacy to former residents of the MSP Emergency Shelters as well as to clients of the non-residential program.
- Conduct outreach to victims, assessing their emotional and practical needs, as well as explaining the services offered by MSP.
- Provide clients with information and referrals to outside services for themselves and their children
- Represent the agency at community meetings and coalitions while acting as liaison with outside agencies, legislators, and other community representatives in an effort to establish/enhance relationships, to work toward promoting the work of MSP, and to achieve a more coordinated community approach to domestic violence.
- Participate in all staff meetings, trainings and/or professional development sessions as directed.
- Maintain program statistics in compliance with funding requirements and objectives

- Other duties as assigned by supervisor

QUALIFICATIONS

- Bachelor's degree and/or minimum of three years of experience working with victims of domestic violence and/or providing counseling to women
- Excellent interpersonal skills, including the ability to work collaboratively and on a team
- Strong written and oral communication skills
- Ability to work in a fast paced environment, assess priorities, take initiative, handle multiple assignments, and meet deadlines
- Bilingual English/Spanish strongly preferred

HOW TO APPLY

NO PHONE CALLS PLEASE. Send resume and cover letter by e-mail to Zoraida Saldaña at ZSaldana@mspny.org

My Sisters' Place policy prohibits discrimination due to race, color, age, religion, sex, sexual orientation, gender identity, disability, and national origin in employment and delivery of services.

New York Legal Assistance Group

Immigration Attorney

Location: Staten Island Family Justice Center (FJC)

The New York Legal Assistance Group (NYLAG) seeks a highly motivated attorney for a full-time position within NYLAG's Immigrant Protection Unit to provide representation to victims of domestic violence at the Staten Island Family Justice Center. NYLAG is a not-for-profit law office that provides free civil legal services to low-income New Yorkers.

NYLAG handles a wide spectrum of legal matters, including immigration, benefits, family/matrimonial law, impact litigation, elder law and legal health. NYLAG's Immigrant Protection Unit (IPU) handles a comprehensive range of immigration cases including adjustment of status, citizenship, asylum, VAWA (Violence Against Women Act), U and T visa petitions, DACA, SIJS, TPS, removal defense and other forms of immigration relief.

An immigration attorney who is part of NYLAG's Immigrant Protection Unit, will work full time on-site at the Staten Island Family Justice Center (FJC), providing legal services to immigrant victims of domestic violence

RESPONSIBILITIES:

- Staff the FJC full-time during regular business hours when the FJC is open;
- Screen and advise clients who enter the Staten Island Family Justice Center seeking services;
- Provide consultation and full representation in immigration matters, including VAWA self-petitions, U nonimmigrant status/U-visa applications, battered

spouse waivers, adjustment of status, removal defense, trafficking, and Special Immigrant Juvenile Status;

- Supervise and coordinate the work of the project paralegal;
- Attend FJC meetings, meetings with off-site partners, civil legal coordination meetings, staff meetings at NYLAG's main office, and participate in coalitions and task forces addressing DV and immigration issues; and
- Conduct educational seminars and outreach to lawyers, social workers, advocates, and the general community on immigration issues.

QUALIFICATIONS:

- Admission to the New York State Bar
- 2-3 years of immigration law experience, preferably in matters including VAWA self-petitions, U nonimmigrant status/U-visa applications and battered spouse waivers
- Experience working with victims of domestic violence and gender based violence
- Fluency in Spanish highly preferred
- Demonstrated commitment to public interest work
- Excellent written, oral and analytical skills
- Excellent organizational skills; and
- Demonstrated ability to take initiative and work independently

To be considered, send a cover letter and resume to hr@nylag.org. The New York Legal Assistance Group is an equal opportunity employer; applicants from diverse backgrounds are encouraged to apply. Salary commensurate with experience and subject to funding limitations.

New York State Coalition Against Sexual Assault

Outreach Coordinator-PREA (Prison Rape Elimination Act)

Location: Albany, NY

General Nature of Position: The Outreach Coordinator for PREA is responsible for developing an initiative, in collaboration with Department of Corrections and Community Supervision (DOCCS), that strengthens coordination between DOCCS staff, rape crisis centers, local law enforcement, SANE, and medical personnel to improve the response to sexual violence in correctional facilities. The overall project is to assist New York State in establishing compliance with PREA. This position will have a significant amount of travel. This is a full-time, exempt position.

Preferred Qualifications: Associate or higher degree and/or 3-5 years of relevant experience. Skills in training and team building. Strong communication, organizational, and writing skills. Commitment to and understanding of addressing sexual violence, anti-oppression work, and other social justice issues. Valid driver's license.

Reports to: Associate Director

Specific Duties:

- Identify Best Practices-
 - Research, in conjunction with DOCCS, existing best practices and tools regarding PREA to support development or enhancement of policies and practices in New York State with respect to improving access to rape crisis and emotional support services for incarcerated victims of sexual abuse.
 - Conduct outreach to community-based agencies already doing excellent work regarding PREA to help inform project activities.
 - Talk with current PREA pilot project rape crisis programs to see what's working and what needs improvement.
 - Assess current PREA pilot project.
- Engage in System Advocacy-
 - Review and give feedback to DOCCS regarding any existing or proposed policies.
 - Review and give feedback to other service providers regarding existing or proposed organizational and/or institutional policies and practices that impact response and services to victims of sexual violence in correctional facilities.
 - Work with NYSCASA Advisory Group and/or community groups for feedback on policies and materials to ensure they are inclusive of all people.
- Provide Training and Technical Assistance-
 - Work in collaboration with DOCCS to establish a training and technical assistance program to be headed by a statewide coordinator of sexual assault services for incarcerated victims with a focus on technical assistance, resource and training development, and prevention planning.
 - Facilitate and coordinate cross-training activities regarding the roles and responsibilities of SART members.
 - Plan and provide trainings regarding sexual violence, prevention, confidentiality, and PREA standards.
 - Increase multidisciplinary professionals' knowledge of effective responses to sexual violence in correctional facilities, including addressing the needs of specialized populations (e.g., youth, LGBTI, mentally ill, developmentally disabled, disciplinary).
 - Respond to technical assistance and consultation requests regarding PREA from rape crisis victim advocates, allied professionals, and others via phone, email, in-person, and/or other avenues.
 - Proactively provide ongoing technical assistance and related information and resources.
- Promote Collaboration-
 - Conduct outreach and coordination with community-based agencies' local rape crisis programs.
 - Create a local/regional plan, in collaboration with the rape crisis programs, to effectively engage corrections staff, law enforcement, prosecutorial, medical, and mental health professionals in addressing PREA.
 - Plan, convene, facilitate, and/or attend meetings to develop collaborations to establish or strengthen Sexual Assault Response Teams (SARTs) specifically to address PREA.

- Support Services-
 - Develop reimbursement rate schedule and process for rape crisis counseling, victim advocacy, and related services.
 - Develop and implement a Memorandum of Understanding to outline rape crisis programs' responsibilities on the project and the reimbursement schedule.
 - Manage the reimbursement funds for PREA rape crisis counseling and victim advocacy services.

- Other Activities-
 - Represent NYSCASA on committees, meetings, community events, conferences, and listservs.
 - Complete required reports.
 - Participate in professional development.
 - Attend NYSCASA meetings.
 - Assist with NYSCASA's annual conference and any other events.
 - Perform other duties as assigned by the Associate Director.

Salary Range: \$30,000-\$40,000

Interested candidates should send their Resume and Cover Letter to jzannoni@nyscasa.org.

The New York State Coalition Against Sexual Assault (NYSCASA) is a member driven non-profit organization dedicated to ending sexual violence and all forms of oppression.

Praxis International

Praxis International (Praxis) is a nonprofit training and technical assistance organization that works to eliminate violence in the lives of women and children through local, statewide and national institutional reform initiatives that bridge the gaps between what people need and what institutions provide. Praxis serves as a national technical assistance provider for the U.S. Department of Justice Office on Violence Against Women and our methods of institutional analysis and community assessment have been used by communities across the country to examine and improve responses to domestic violence and sexual assault in the criminal and civil legal systems, advocacy programs, supervised visitation centers, and child protection.

Primary Duties: The Program and Training Specialist will work closely with the Program Manager and project team on our Blueprint for Safety Projects to develop programming, provide technical assistance and training, conduct on-site consultations, and provide program support.

- Co-plan and coordinate TA events with project staff and consulting faculty including in person training institutes and meetings, and webinars and audio conferences;
- Develop tailored TA plans, coordinate and provide TA to demonstrations sites and new Blueprint communities including on-site TA visits, audio/video consultations, and customized webinars, Develop and write webinar and in-

person event publicity, training agendas, presentation materials, handouts and evaluations.

- Develop and write training materials and resources e.g., tool kits, best practice assessment tools, guides, training materials and handouts, and video/audio materials.
- Develop and conduct training sessions for in person trainers and webinars/audioconferences;
- Facilitate prompt responses to grantee requests;
- Provide individualized TA via phone and e-mail consultation;
- Co-plan and facilitate planning meetings;
- Build and maintain strong relationships with a national faculty and consultant pool and work with the pool on delivery of technical assistance and training.
- Assist in the preparation and review of progress reports;
- Provide administrative support to the project including: pre-event and event planning and support for in-person trainings and post-event wrap-up; development of event publicity and program/training materials; copying, mailing and shipping of project materials; maintaining program database that meets record-keeping and reporting needs; collecting event demographics and attendance statistics; ordering supplies and materials; and maintaining program records and files.

Experience:

We are seeking a candidate with in-depth knowledgeable of the criminal legal system and an understanding of disparity of impact of criminal legal system interventions in domestic violence cases. Appreciation for the Praxis mission; excellent organizational skills and ability to balance multiple deadlines in a small, team-oriented, fast-paced office; professional, courteous and cooperative interpersonal skills with colleagues, partners and the general public; outstanding written and verbal communication skills, with an ability to relate effectively with a diverse variety of people; experience with Microsoft office suite, including Publisher and Excel, and with social media and email publicity software.

Additional information:

We are looking for someone with strong computer skills who is very organized and capable of coordinating many details. Must be available for travel for on-site consultations across the country.

Compensation:

This is a full-time, exempt position with a salary range of \$50,000-\$60,000 dependent upon qualifications, with benefits (holiday/vacation/sick leave, health/dental/disability insurance, and retirement contributions).

How to apply:

Candidates should send the following as email PDF attachments: cover letter detailing qualifications, experience, resume, and three to five business references. Send to sue@praxisinternational.org. Position open until filled. No phone calls, please.

Putnam Northern Westchester Women's Resource Center

The Putnam/Northern Westchester Women's Resource Center has been providing services to women and children who are victims of domestic violence and sexual assault for over 35 years. The mission of the WRC is to provide advocacy, education, and services to the community in order to create a safe, supportive environment that eliminates violence against women and children and promotes gender equality.

VICTIM ADVOCATE/COMMUNITY OUTREACH

Job Type: Full-time

Job Location: Mahopac, NY

The Victim Advocate/ Community Outreach employee directly assists victims of domestic violence and sexual assault in obtaining legal relief and assistance through the community and within the court systems. Advocacy services include compensation claims assistance, assessments and opening new cases, counseling, hot line phone coverage, information and referrals, criminal justice support and advocacy, emergency assistance, personal advocacy.

The Victim Advocate/Community Outreach employee works to coordinate, develop, and facilitate workshops, presentations and trainings to provide outreach and education throughout the community as requested.

This community outreach prevention program will address the needs of those at-risk who are, have been or maybe exposed to domestic violence, sexual assault, bullying, dating violence and other related areas with a primary focus on teaching violence prevention and creating healthy relationships.

Education and Skills: Minimum of a BS or BA in a related field with professional experience in a non-profit sector a plus. Strong speaking and relationship building skills a must. Excellent writing skills a plus. Must be able to work some flexible hours. Must be able to travel.

Employee Benefits offered: Paid vacation and personal days; Paid Holidays; Medical, Dental and Vision Benefits- available.

Please fax or email your cover letter and resume referencing the job title of "Victim Advocate/Community Outreach" to CStraface@pnwwrc.org or Fax: 845-628-9272

CHILDREN'S THERAPIST

Job Type: Full-time

Job Location: Mahopac, NY

The Children's Therapist is a full-time (35 hours per week) position. This employee is responsible for developing and facilitating the children's program for all residential and non-residential children. The Children's Therapist is responsible for assessments,

crisis intervention, support, counseling, individual and group therapy, play therapeutic activities, goal development and other case management services for all WRC and shelter children. This employee conducts educational programs for other professionals as requested. The Children's Therapist acts as a liaison with parents, schools and other community agencies.

Skills and Requirements: Masters required with professional experience in a non-profit therapeutic setting a plus. (MSW, LCSW, LMSW, LCAT or LCAT Permit)

1 year experience working with children required.

Strong speaking and relationship building skills a must.

Employee Benefits offered: Paid vacation and personal days; Paid Holidays; Medical, Dental and Vision Benefits- available.

Please fax or email your cover letter and resume referencing the job title of "The Children's Therapist" to

JMargiotta@pnwwrc.org or Fax: 845-628-9272

COMMUNITY EDUCATOR/VOLUNTEER COORDINATOR

Job Type: Full-time

Job Location: Mahopac, NY

Position Available: Community Educator/Volunteer Coordinator is a full-time position for a self-motivated individual. This person will coordinate, develop, and facilitate community based prevention education, workshops and trainings to individuals of all ages. In addition this employee will also be responsible for coordination and execution of the volunteer program.

The Putnam/Northern Westchester Women's Resource Center is to provide prevention education, workshops and trainings that address anti-violence issues including domestic violence, sexual assault, bullying, stalking, internet and texting safety, dating violence and human trafficking.

As the volunteer coordinator this employee will be responsible for the recruitment, training, supervision and assignments of the agencies volunteers. This will include regularly scheduling and conducting a curriculum based 40 hour mandated training to all volunteers and assigned staff.

Education and skills: BS/BA + experience. Public speaking experience a must, some experience in anti-violence education a plus; some experience in recruiting or working with volunteers a plus, must have own car and be able to work some flexible hours.

Employee Benefits offered: Paid vacation, personal and Holidays

Please fax or email your cover letter and resume referencing the job title of "Community Education & Volunteer Coordinator" to JMargiotta@pnwwrc.org or Fax: 845-628-9272

SHELTER SOCIAL WORKER

Job Type: Full-time

Job Location: Mahopac, NY

The Shelter Social Worker provides direct services to victims of sexual assault and domestic violence. This employee provides assessments, crisis intervention, support, counseling, individual and group therapy, and case management services to shelter residents. They respond to the immediate needs of the residents and hotline callers. They assist residents with goal development and maintenance and are responsible for the discharge summaries.

Education and Skills: MSW or a master's degree in a related field with professional experience in a non-profit sector a plus. Strong speaking and relationship building skills a must. Excellent writing skills a plus. Must be able to work some flexible hours. Must be able to travel.

Employee Benefits offered: Paid vacation and personal days; Paid Holidays; Medical, Dental and Vision Benefits- available.

Please fax or email your cover letter and resume referencing the job title of "The Shelter Social Worker" to JMargiotta@pnwwrc.org or Fax:845-628-9272

BI-LINGUAL TRAUMA THERAPIST

Job Type: Part-time

Job Location: Mahopac, NY

The Bi-lingual Trauma Therapist is a part-time/evening position for a self-motivated individual. This employee will provide direct client services and therapy to victims of domestic violence or sexual assault. Services include advocacy, compensation claims assistance, assessments and opening new cases, counseling, therapy, hot line phone coverage, information and referrals, criminal justice support and advocacy, emergency assistance, and case conference meetings

Employee Benefits offered: Paid vacation, personal and Holidays

Education and Skills: Must be Bi-lingual (English/Spanish Only) Masters required with professional experience a plus. Strong speaking and relationship building skills a must. Excellent writing skills a plus.

Please fax or email your cover letter and resume referencing the job title of "Bi-Lingual Trauma Therapist -part time" to JMargiotta@pnwwrc.org or Fax :845-628-9272
(NO CALLS PLEASE!)

Safe Horizon

Position: Staff Attorney, Domestic Violence Law Project

Reports to: Director, Legal Services

Location: Staten Island Family Justice Center

FLSA: Exempt

Program: Legal Services

Pay grade: Pay grade and range TBD

Summary:

The Staff Attorney, using autonomy and independence, provides legal representation to domestic violence victims in family offense, custody, visitation and child support cases in Family Court, and conducts presentations and trainings to internal and external audiences including community-based organizations and other service based providers on domestic violence and the law. This position is located full-time at the Staten Island Family Justice Center. The staff attorney will work closely with other Family Justice Center partners to ensure victims receive comprehensive services.

Essential Job Functions:

- Conducts in depth interviews with victims of domestic violence, compiles history and investigates to corroborate allegations.
- Drafts all legal documents and makes all court appearances with victims of domestic violence.
- Prepares witnesses and client for court appearances.
- Responsible for assisting clients with a holistic range of services, including advocacy on non-legal issues.
- Exercises complete decision making authority over each client's case.
- Provides legal information, advocacy and referrals to individual who reach out to the DVLP helpline.
- Maintains clients' case files and all internal data logs. Responsible for their own clerical case-related work.
- Maintains monthly statistical reports documenting case representation, provision of legal advocacy and referrals.
- Conducts presentations and trainings to community-based organizations and other service providers to promote the mission of the agency.
- Attends meetings to discuss policy issues affecting client population.
- Develops and maintains relationships with individuals, organizations and government agencies within the domestic violence and legal community in New York City.
- Participates in the Lawyer's Committee against Domestic Violence and other advocacy/policy groups.
- Serves as an internal resource to Safe Horizon staff, answering questions and making educational presentations.
- Contributes to the employment, supervision and oversight of support staff, volunteers and student interns.

Supervisory Reports:

The Staff Attorney does not have any direct reports.

Interacts with:

- Clients

- Safe Horizon court programs staff
- External decision makers
- Funders
- Judges
- Court Staff
- Private Attorneys
- Attorneys from other not for profit organizations, with related missions
- Private and not for profit community-based service providers
- District Attorney's office
- Family Justice Center
- Mayor's office
- Representatives from law schools
- Representatives from the Bar Association

Required skills:

Must possess strong oral and written communications skills, including the ability to convey legal concepts to lay people. The ability to write routine reports, court documents, case notes, pleadings and correspondence in a clear, concise and effective manner is essential. Must be creative and have critical thinking skills. Must be a persuasive and effective public speaker. Must possess demonstrated appropriate communications skills with client populations, colleagues and court staff. Problem-solving, prioritizing, time management, team-building and organizational skills are also essential. Must be familiar with legal services, resources and procedures available in New York City. Must possess a knowledge and understanding of economic issues facing domestic violence victims, including but not limited to housing, public benefits and child support. Strong networking skills and the ability to develop and maintain relationships with various individuals, organizations and government agencies is essential. A strong commitment to working exclusively with victims of domestic violence is required.

Qualifications:

Must have a Doctor of Jurisprudence degree from an accredited law school, be admitted to the New York State Bar and have two to four years of related experience. New graduates who have substantial relevant experience may be considered. Must have prior experience in and/or thorough knowledge of family law, crisis intervention, criminal justice system, working with victims of domestic violence, sexual assault, stalking, family violence, poverty law, feminist law and/ social justice work. Bilingual oral and written skills strongly preferred.

Click here [to view the full job posting for Staff Attorney and to apply.](#)

STEPS to End Family Violence

Agency Description:

STEPS To End Family Violence (STEPS) - founded in 1986 by the legendary Sister Mary

Nerney - offers a variety of innovative, trauma-informed, anti-oppressive programming focused on the prevention of intimate partner violence; advocacy and healing for survivors and children impacted by abusive partner behavior; as well as training and education intended to increase awareness of the epidemic of gender-based violence; and advocacy and activist efforts designed to transform the rhetoric and institutions that sustain such violence. STEPS is a program of Edwin Gould Services for Children and Families.

Director, Children's Services

Location: Staten Island Family Justice Center

Position Summary:

The Director of Children's Services position is located at the Staten Island Family Justice Center (SIFJC). The Family Justice Centers are an initiative of the Mayor's Office to Combat Domestic Violence and are designed to reduce barriers to support faced by survivors of intimate partner violence, elder abuse and sex trafficking. STEPS is co-located at the SIFJC and partners with the Mayor's Office, the Richmond County District Attorney's Office and other community-based organizations to provide a safe and welcoming place for survivors and their children.

The STEPS Children's Services staff at the SIFJC provides clinical and supportive services to child witnesses of intimate partner violence. The Director of Children's Services implements and oversees all aspects of the Children's Services provided by STEPS staff at the SIFJC. The ideal candidate will bring a passion for social justice and anti-oppressive practice, ample experience providing clinical services to child witnesses of intimate partner violence and/or other forms of trauma, a desire to work collaboratively with a team of creative and committed advocates, and has demonstrated experience providing reflective clinical and administrative supervision.

Core Responsibilities:

- Oversees all services provided by the STEPS Children's Services staff at the SIFJC, including individual and group therapy, childcare and recreational activities, to ensure quality and appropriateness of services.
- Provide clinical and case management supervision to staff and interns; assist in resolving complex case management issues; conduct one-on-one supervisory sessions for all staff and interns; work collaboratively with faculty of sponsoring educational institutions to train and evaluate interns.
- Ensure that staff appropriately counsel and engage clients; monitor compliance with case contact requirements; assist staff to utilize legal, social, housing, educational, employment, and other resources which will enable clients to effectively navigate the criminal legal and social service systems; aid staff in making meaningful referrals.
- Manage the performance of paid staff; assess training and development needs of staff; assist with in-service training; evaluate job performance; appropriately address performance problems.
- Ensure that staff have the necessary supports to respond to client needs; responds to work-related stress of staff and interns.

- Actively engages in inter-disciplinary collaboration and case coordination with administrative staff of the SIFJC and other partner agencies.
- Develops relationships with community-based resources and links clients with services.
- Participates in weekly supervision and attends other meetings as required.
- Performs administrative tasks as needed.
- Maintains program records and completes reports.
- Other duties as assigned.

Qualifications:

- LCSW and SIFI certification (or eligible for SIFI certification), required.
- Training in Childhood Parent Psychotherapy (CPP), Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), Parenting Journey and/or other evidence based practice designed to support child survivors of trauma, required.
- Bi-lingual English/Spanish, preferred.
- Strong and diverse clinical and supervisory skills;
- Dynamic understanding of the impact that abusive partner behavior and other forms of trauma has on children's social, emotional and cognitive development;
- Keen ability to work with individuals of diverse backgrounds and identities;
- Exceptional interpersonal, speaking, and writing skills and the ability to apply these skills in varied situations;
- Demonstrated ability to be flexible and work as a member of a multi-disciplinary team as well as independently;
- Ability to work flexible hours;
- Ability to work independently and accountably.

To apply, please send a resume and cover letter via email to [Anne Patterson \(apatterson@egscf.org\)](mailto:apatterson@egscf.org), indicating "SIFJC - Director" in the subject line.

Supervisor, Community Based Services

Location-New York, NY-Harlem Office

Position Summary:

The Supervisor of the Community Based Services (CBS) team will provide clinical supervision and support to a team of clinical and advocacy staff members who provide direct therapeutic and other support services to adult and adolescent survivors of intimate partner violence as well as child witnesses of intimate partner violence. The ideal candidate will bring a passion for social justice and anti-oppressive practice, ample experience providing clinical services to survivors of intimate partner violence and/or other forms of trauma, a desire to work collaboratively with a team of creative and committed advocates, and demonstrated experience providing reflective clinical and administrative supervision. This position is located in our East Harlem office.

Core Responsibilities:

- Oversees all services provided by the STEPS CBS team, including individual and group therapy and the STEPS helpline to ensure quality and appropriateness of services.
- Provide clinical and case management supervision to staff and interns; assist in resolving complex case management issues; conduct one-on-one supervisory sessions for all staff and interns; work collaboratively with faculty of sponsoring educational institutions to train and evaluate interns.
- Ensure that staff appropriately counsel and engage clients; monitor compliance with case contact requirements; assist staff to utilize legal, social, housing, educational, employment, and other resources which will enable clients to effectively navigate the criminal legal and social service systems; aid staff in making meaningful referrals.
- Manage the performance of paid staff; assess training and development needs of staff; assist with in-service training; evaluate job performance; appropriately address performance problems.
- Ensure that staff have the necessary supports to respond to client needs; responds to work-related stress of staff and interns.
- Actively engages in inter-disciplinary collaboration and case coordination with other STEPS programs and relevant agencies.
- Participates in weekly supervision and attends other meetings as required.
- Performs administrative tasks as needed.
- Maintains program records and completes reports.
- Other duties as assigned.

Qualifications:

- LCSW and SIFI certification (or eligible for SIFI certification), required.
- Training in Childhood Parent Psychotherapy (CPP), Trauma-Focused Cognitive Behavioral Therapy (TF-CBT), Internal Family Systems (IFS), Therapeutic Crisis Intervention (TCI), and/or other evidence based practice designed to support survivors of trauma, required.
- Bi-lingual English/Spanish, preferred.
- Strong and diverse clinical and supervisory skills;
- Understanding of the dynamics of intimate partner violence;
- Keen ability to work with individuals of diverse backgrounds and identities;
- Exceptional interpersonal, speaking, and writing skills and the ability to apply these skills in varied situations;
- Demonstrated ability to be flexible and work as a member of a multi-disciplinary team as well as independently;
- Ability to work flexible hours;
- Ability to work independently and accountably.

To apply, please send a resume and cover letter via email to [Alejandra Caso \(acaso@egscf.org\)](mailto:acaso@egscf.org) indicating "CBS Supervisor" in the subject line.

Assistant Director, Children's Services

Location - Staten Island Family Justice Center

Location and Position Summary:

The Assistant Director of Children's Services position is located at the Staten Island Family Justice Center (SIFJC). The Family Justice Centers are an initiative of the Mayor's Office to Combat Domestic Violence and are designed to reduce barriers to support faced by survivors of intimate partner violence, elder abuse and sex trafficking. STEPS is co-located at the SIFJC and partners with the Mayor's Office, the Richmond County District Attorney's Office and other community-based organizations to provide a safe and welcoming place for survivors and their children.

The Assistant Director of Children's Services implements and oversees childcare, recreational, and social activities at the SIFJC. The Assistant Director also provides referrals for counseling, and child-centered assistance and case management services as needed to child clients and their caregivers.

Core Responsibilities:

- Oversees all services provided in the Children's Room at the SIFJC, including childcare, therapeutic activity groups and recreational activities, to ensure quality and appropriateness of services.
- Develops and implements themes and activities for groups and childcare conducted in the Children's Room at the SIFJC.
- Conducts observations of the children in the playroom, regarding behavioral and emotional health as well as socialization skills; engages child's caregiver and other SIFJC staff, as appropriate, in discussing results of those observations.
- Provides advocacy and case management assistance to clients at the SIFJC as needed.
- Actively engages in inter-disciplinary collaboration and case coordination with administrative staff of the SIFJC and other partner agencies.
- Develops relationships with community-based children's resources and links clients with services.
- Oversees planning of periodic special events and recreational activities.
- Oversees inventory in the Children's Room and works with staff at STEPS and the SIFJC to ensure the Children's Room is adequately supplied.
- Distributes children's program in-kind assistance, including gifts, clothing, and children's supplies.
- Works with appropriate staff at STEPS and SIFJC to recruit and supervise volunteers and interns in the Children's Room.
- Participates in weekly supervision and attends other meetings as required.
- Performs administrative tasks as needed.
- Maintains program records and completes reports.
- Other duties as assigned.

Qualifications:

- Degree in early childhood education, child development or related discipline and/or ample experience in early childhood education, required.
- Bi-lingual English/Spanish required.
 - * Experience developing and running children's groups and activities.
 - * Strong desire to work with children and families.
 - * Knowledge of the dynamics of intimate partner violence and other

forms of trauma.

* Excellent communication skills and computer literacy.

- Keen ability to work with individuals of diverse backgrounds and identities;
- Exceptional interpersonal skills and the ability to apply those skills in varied situations;
- Demonstrated ability to be flexible and work as a member of a multi-disciplinary team as well as independently;
- Ability to work flexible hours;
- Ability to work independently and accountably.

To apply, please send a resume and cover letter via email to

[Anne Patterson \(apatterson@egscf.org\)](mailto:apatterson@egscf.org), indicating "SIFJC - Assistant Director" in the subject line.

The Advocacy Center of Tompkins County

Youth Services Counselor Advocate (full-time/35 hours week)

\$28,445 with excellent health and time off benefits

Expected start date February 2016

Ithaca, NY

Application Submission and Deadline

Submit cover letter and resume in MS Word or PDF format as separate attachments and two professional references, one of which should be someone who has been in a supervisory position. Please send these materials as attachments to an email to:

jobs@theadvocacycenter.org

Resumes will be accepted until the position is filled.

Position Summary

The Youth Services Counselor Advocate provides crisis intervention, emotional support & systems advocacy to sexually abused youth, non-offending family members, and adult survivors of child sexual abuse. The Youth Services Counselor Advocate works collaboratively with law enforcement, child protective services, prosecution, medical personnel and others on behalf of the child and family and accompanies youth and families to hospital-based sexual assault exams, to meetings with law enforcement, prosecutors, and caseworkers, and to court.

The Youth Services Counselor Advocate works independently and as part of an eight-person client services team. A shared rotation of night and weekend paid after hours on call work is a required part of this position. The person in this position will also provide support and advocacy services to youth impacted by domestic violence and relationship violence, adult domestic violence and adult sexual assault as needed and while on call.

Qualifications

- A minimum of one year counseling/advocacy experience in a human services setting is required.
- Knowledge of and experience in working with child sexual abuse, domestic violence and sexual assault issues, as well as community and legal systems strongly desired.
- Strong interpersonal, engagement, listening and communication skills and crisis management skills.
- Proven ability to multi-task and manage crisis
- Reliable car, valid NYS license and clean driving record required
- MUST live within 30 minutes of driving time to Cayuga Medical Center
- Multicultural awareness
- Ability to work independently and as part of a team, with a willingness to appreciate different points
- of view and problem solve in a constructive manner.
- BA in socialwork or a related human service field is highly desired.
- Valid NYS driver's license, clean driving record and vehicle required.

Education Director (full-time/35 hours week)

\$38,000 with excellent health and time off benefits

Expected start date February 2016 - Position is based in Ithaca, NY

Application Submission and Deadline

Submit cover letter and resume in MS Word or PDF format as separate attachments and three professional references, one of which should be someone who has been in a supervisory position. Please send these materials as attachment to an email to jobs@theadvocacycenter.org Applications will be accepted until the position is filled.

Position Summary

As a member of the management team, the Education Director oversees all activities of the Education Department, which serves to educate the community about child sexual abuse, sexual assault, and domestic violence prevention and the programs and services of the Advocacy Center. This includes managing the development and implementation of awareness and prevention programs for middle and high school youth, college students and adult community members.

The Education Director is expected to stay current on research-based prevention strategies and programs and apply current research and education theory to the ongoing development of the education department, which includes education program development and staff development. The Education Director provides training to professionals, oversees Enough Abuse Campaign Tompkins, coordinates agency events and oversees organizing and leading community events during Teen Dating Violence Awareness Month (February) Sexual Assault Awareness Month (April) and Domestic Violence Awareness Month (October). The Education Director serves as the media contact for selected agency issues and develops and manages social media outreach.

The Education Director is responsible for hiring, training and supervising department staff as well as providing leadership and professional development to the education

team. The Education Director will manage specific grants and grant funds, and will ensure that goals and objectives of specific programs are implemented.

Qualifications

- Proven leadership abilities
- 3 years' experience supervising paid employees in human services, public health, educational or not for profit
- Administrative experience in a non-profit or human service organization
- Demonstrated experience facilitating training programs to professional audiences
- Experience developing and implementing outreach strategies, including social media
- Experience developing and participating in community collaborations
- Ability to establish and maintain effective professional working relationships
- Excellent organizational, communication, public speaking and time management skills
- Proficiency with the Google platform, Publisher, PowerPoint and similar programs
- Experience serving under-served populations desired
- Knowledge of issues of child sexual abuse, domestic violence and/or sexual assault desired
- Crisis intervention/counseling skills desired

The Advocacy Center (www.theadvocacycenter.org) seeks a diverse applicant pool and is an AA/EO employer

The Network/La Red

DIRECTOR OF COMMUNITY ENGAGEMENT

Hours: Full time; varied schedule with some evenings and weekends required

Overall Responsibilities: Foster expanded community engagement in The Network/La Red and the issue of LGBTQ/T partner abuse. Provide direct services as needed (including rotating on-call back-up).

Supervised by: Co-Executive Director

Supervises: Community Organizer, Grassroots Fundraising Coordinator, Volunteer Coordinator, Volunteers and interns

Main responsibilities:

- Develop/implement volunteer recruitment strategies, recruiting a linguistically and culturally diverse pool of volunteers for all aspects of the organization, including outreach/education/organizing, direct services, administration, fundraising, etc.
- Oversee communications: Maintain website and social media.

- Develop/implement an electronic and print communications strategy.
- Develop/coordinate a Community Partnership Program, recruiting organizations, businesses and groups to partner with the organization.
- Co-coordinate TNLR's annual fundraising gala and other events as appropriate.
- Develop publications such as newsletters and annual reports. Design advertisement materials for outreach and volunteer recruitment
- Attend roundtables, coalitions, caucuses, committees etc. as appropriate.
- Participate in program development and other organizational projects.
- Participate in/coordinate committees which carry out specific projects as appropriate
- Provide direct services for survivors of LGBTQ/T partner abuse as needed, including rotating after-hours back up
- Keep up a database of information about the program, provide program information and reports as necessary
- Other duties as assigned/necessary.

Qualifications:

We hire for life experience - formal education is not required. People of color, transgender people, survivors of partner abuse especially encouraged to apply. The ideal candidate will:

- Be bilingual (English/Spanish)
- Have a minimum of 2 years experience in at least 3 of the following areas: LGBTQ/T partner abuse; program development; training/public speaking; organizing/community outreach; graphic design; web design & internet strategy; communications
- Be a "people person" - enjoy talking with people (in person and on the phone), have experience making and maintaining connections in community, and representing the organization in professional and social settings.
- Be able to think with the big picture in mind while also paying attention to detail
- Have excellent listening, organizational, and communication skills.
- Be able to handle multiple tasks and responsibilities, including the stress of juggling daily tasks, ongoing projects, and crisis support of survivors as it comes up.
- Have a passion for social change/social justice.
- Be energetic and able to work independently and as part of a team.

Compensation

Salary in low-mid \$40s, full health insurance (HPHC) and dental insurance (Delta Dental), Simple IRA, generous time off.

Application details

- Applications will be accepted on a rolling basis until the position is filled. Send resume and letter:
- By email: director@tnlr.org
- By fax: 617.423.5651
- By post P.O. Box 6011, Boston MA 02114

SAFEHOME COORDINATOR

Hours: Full time; varied schedule with some evenings and weekends required

Primary Responsibilities: Oversee daily functioning and development of The Network/La Red's emergency safehome program for survivors of partner abuse in LGBTQ/T, polyamorous, and BDSM communities, offering short-term, emergency shelter, emotional support, and advocacy services to safehome guests and former guests. Support safehome guests in transitioning from emergency safehome to other housing. Provide other direct services, including hotline, crisis intervention, and on-call back-up.

Supervised by: Director of Survivor Services

Supervises: Direct service volunteers and interns

Main responsibilities:

- Provide direct services: Keep staff up-to-date on safe home availability. Provide safe home intakes. Provide support and advocacy for hotline callers, safe home guests, and other survivors in the community. Provide hotline coverage and rotate 24-hour back-up coverage for hotline and safe homes.
- Support safehome guests in transitioning from safehome to appropriate longer term housing (90 day emergency shelter, transitional living programs, apartments, etc.).
- Provide employment advocacy to safehome guests and former safehome guests and support survivors in obtaining other financial resources.
- Manage and maintain records of allocation of financial resources.
- Supervise direct service volunteers and interns.
- Manage program logistics (equipment, supplies, etc.).
- Participate in program development and other organizational projects.
- Work with the other staff on publicity for direct services.
- Participate in development and management of program budget.
- Attend roundtables, coalitions, caucuses, etc. as appropriate.
- Maintain records and statistics, and provide reports as necessary.
- Work with other staff to recruit linguistically and culturally diverse pool of volunteers to staff hotline, provide safe homes, support safe home guests, and assist with program logistics.
- Assist as needed with training for all paid and volunteer staff.
- Other duties as assigned/necessary.

Qualifications:

We hire for life experience, formal education is not required. People of color, trans people, survivors of partner abuse especially encouraged to apply. This is a bilingual (English/Spanish) position. In addition the ideal candidate will:

- Have a minimum of 2 years experience in at least three of the following areas: Housing advocacy, employment advocacy, work with volunteers; LGBTQ domestic violence work; program coordination; training/public speaking; direct services/crisis intervention

- Have a passion for social justice/social change.
- Have excellent listening and communication skills.
- Be able to think strategically while also paying attention to detail.
- Be able to juggle multiple responsibilities, including the tension between daily tasks, current projects, and crisis intervention.
- Be energetic and able to work independently and as part of a team.
- Valid driver's license preferred.

Compensation

Salary in low \$40s, full health insurance (HPHC) and dental insurance (Delta Dental), Simple IRA, generous time off

Application details

- Applications will be accepted on a rolling basis until the position is filled. Send resume and letter:
- By email: community@tnlr.org
- By fax: 617.423.5651
- By post P.O. Box 6011, Boston MA 02114

VOLUNTEER COORDINATOR

Hours: Full time; varied schedule with some evenings and weekends required

Overall Responsibilities: Oversee expansion and daily functioning of volunteer program for all aspects of organization. Provide direct services as needed (including rotating on-call back-up).

Supervised by: Director of Community Engagement

Supervises: Volunteers and interns

Main responsibilities:

- Assist with recruitment of linguistically and culturally diverse pool of volunteers for all aspects of the organization, including direct services, outreach/education/organizing, administration, fundraising, etc.
- Coordinate and co-facilitate volunteer training: Coordinate all training logistics (interviews, space, schedule, manuals, supplies, etc.). Work with other staff to train all paid and volunteer staff.
- Coordinate and co-facilitate monthly volunteer meetings.
- Develop and/or review volunteer job descriptions for clarification of volunteer roles and responsibilities.
- Develop and/or review a volunteer handbook
- Work cooperatively with the organization's volunteer advisory committee.
- Create, review and update volunteer manuals.
- Maintain volunteer database, track volunteer participation and performance.
- Develop/expand mechanisms for regular communication with volunteers and for volunteer appreciation.

- Participate in program development and other organizational projects.
- Attend roundtables, coalitions, caucuses, etc. as appropriate.
- Provide direct services (including rotating 24-hour back-up coverage for hotline and safe home).
- Maintain records, statistics; provide reports as necessary.
- Other duties as assigned/necessary.

Qualifications:

We hire for life experience, formal education is not required. People of color, transgender people, survivors of partner abuse especially encouraged to apply. The ideal candidate will:

- Be bilingual (English/Spanish).
- Have a minimum of 2 years experience in at least three of the following areas: volunteer coordination; LGBTQ/T partner abuse work; program development; training/public speaking; organizing/community outreach.
- Have a social justice/social change philosophy on partner abuse.
- Have excellent listening and communication skills.
- Be able to think strategically while also paying attention to detail.
- Be able to juggle multiple responsibilities, including the tension between daily tasks, current projects, and crisis intervention.
- Be able to work independently and as part of a team.

Compensation:

Salary in low \$40s, full health insurance (HPHC) and dental insurance, Simple IRA, generous time off.

Application details:

Resumes will be accepted on a rolling basis until the position is filled

- By email: volunteer@tnlr.org
- By fax: 617.423.5651
- By post P.O. Box 6011 Boston MA 02114
- Start date: As soon as filled.

OVERNIGHT HOTLINE ADVOCATE

Hours: Full time, Monday-Friday 12:00am-8:00am

Primary Responsibilities: Provide overnight hotline support for survivors of partner abuse from LGBTQ/T, SM and/or polyamorous communities. This position allows for staff to be asleep when not on the hotline.

Supervised by: Director of Survivor Services

Main responsibilities:

- Provide crisis intervention, supportive counseling, and information/referrals for survivors of partner abuse (and people in their support systems) through the hotline.
- Provide initial interviews for support groups (in-person and conference call-

based).

- Pass on relevant direct service updates to day time staff.
- Maintain records as necessary.
- Other duties as assigned/needed.

Qualifications:

We hire for life experience. People of color, trans people, survivors of partner abuse especially encouraged to apply. This is a bilingual (English/Spanish) position. In addition, the ideal candidate will:

- Have a minimum of 2 years experience in at least two of the following areas: LGBTQ/T partner abuse work; other partner abuse work; direct services/crisis intervention; social justice activism.
- Have excellent listening and communication skills.
- Be energetic and able to work independently.

Compensation:

Salary in mid \$30s, full health insurance (HPHC) and dental insurance (Delta Dental), Simple IRA.

Application details:

- Applications will be accepted until the position is filled. Send resume and letter:
- By email: community@tnlr.org
- By fax: 617.423.5651
- By post P.O. Box 6011, Boston MA 02114

Worker Justice Center of New York

Domestic & Sexual Violence Advocate

Worker Justice Center of New York pursues justice for those denied human rights, with a focus on agricultural and other low-wage workers, through legal representation, community empowerment and advocacy for institutional change. The organization is currently seeking to hire a full-time Advocate to join its Domestic & Sexual Violence Program. The position will be located in WJCNY's Kingston, New York office.

Supervisor: WJCNY Program Director

Working Hours: 35 hours per week

Compensation: WJCNY offers comprehensive benefits. Salary is commensurate with experience and is based upon the union-negotiated compensation scale.

Job Summary:

The Domestic and Sexual Violence Advocate is a non-exempt, union position. The Advocate will focus on providing case management services to women who are survivors of domestic and/or sexual violence, with an emphasis on farmworker women, and to adult U.S. and foreign born survivors of human trafficking. The primary role of the Advocate will involve providing intensive, comprehensive, and culturally competent services within a six-county region, including Greene, Dutchess, Columbia,

Orange, Sullivan and Ulster. The Advocate will work to create strong community collaborations with survivor-specific service organizations in order to ensure a quality, community response to domestic and sexual violence and trafficking against migrant, seasonal, immigrant, and non-immigrant farmworker women, and trafficked persons.

Job Requirements:

- Conduct intake interviews in clients' primary language
- Screen intakes for facts indicating human trafficking
- Create a comprehensive service plan tailored to each individual client's legal, social and health needs
- Complete a safety plan in collaboration with clients, including options for protecting the confidentiality of the client, the client's address and case information, update safety plan as needed
- Giving consideration to clients' primary language, provide clients with referrals for emergency, short and long-term legal, social and health services

- Accompany clients when interacting with law enforcement and in family court
- Provide education to clients about workplace sexual violence
- Cultivate and organize group support for victims who come forward
- Participate in the local Domestic and Sexual Violence Task Forces and service coalitions and act as a community liaison to those entities

Qualifications:

- Bachelor-level college degree or combination of education and experience in the social work, refugee, and/or human services area
- Experience with diverse cultures and providing direct human services to victims of violence or trauma
- Spanish and English fluency
- Ability to demonstrate sensitivity to the cultural/ethnic diversity of the service population and to be sensitive to the needs of special populations
- Ability to work in a multi-cultural setting, communicate and build rapport with survivors from a variety of ethnic and religious backgrounds and lifestyles
- Ability to work cooperatively with clients, colleagues, law enforcement, management, and public
- Excellent verbal and written communication skills, interpersonal skills and organizational skills
- Flexible schedule to meet client safety needs
- Ability to meet short timelines, under pressure
- Basic computer skills for data entry, email, and word processing
- Valid New York State driver license, reliable vehicle and legally-mandated automobile liability insurance

To apply, please submit a cover letter and resume to Executive Director, Lew Papefuse by email at lpapefuse@wjcny.org, or by fax to 585-325-7614 or by mail to 1187 Culver Rd., Rochester, NY 14609. Applications will be considered until the position is filled.

WJCNY is an equal opportunity employer and encourages all applicants regardless of

race, sex, disability, religion, national origin or sexual orientation. WJCNV is an affirmative action employer and encourages applicants from women, people of color, persons with disabilities and lesbian, gay, bisexual and transgender individuals.

New York State Coalition Against Domestic Violence

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