

# **NYSCADV**

## **NEW YORK STATE COALITION AGAINST DOMESTIC VIOLENCE**

### **In This Issue**

#### **Greetings**

**NNEDV Census 2016**

**NYC Housing Protections**

**Green Light NY**

**NYS Family Court Forms**

**Immigrants & Federally  
Funded Services**

**Report on Hate Violence-  
LGBTQ/HIV**

**Violence & Entitlement -  
NYSCADV Blog**

**50,000 March In Peru**

**Tecate Beer Takes A Stand  
Against Domestic Violence**

**Unity House Receives Major  
Grant**

**Involved Father & Gender  
Equity Project**

**Fostering Resilience in Adult  
Children Exposed to DV**

**NNEDV Tech Safety App**

**Safety & Privacy on Twitter**

**Removing Location From  
Pokemon Go**

**Transgender & Gender  
Nonconforming New Yorkers -  
Know Your Rights**

**Elder Abuse Prevention &  
Intervention Survey Report**

**LGBT+ Legal Assistance Project**

### **Welcome**

## **Greetings from the Executive Director**

Over the past two years, NYSCADV has had the honor of being involved in a national movement building conversation with activists and advocates from around the country. These discussions have offered us an opportunity to reflect on all that we have accomplished as a movement over the past four decades, and recognize the work that still remains in front of us.

We are in the midst of a critical moment in time, one in which we have the opportunity to pivot, evolve, and build bridges with others working to end violence. Along the way, we will examine which solutions work and which don't, who they work for and who they may harm.

This expanded movement building process actively embraces the intersections we share with other movements, and works to bring those at the margins of our movement to the center. It examines the successes we have achieved, and also how our movement has left some survivors behind by offering them limited solutions that may not be useful, or can even be dangerous based on the unique circumstances of their communities.

In addition, this process embraces and supports the efforts of groups who work to:

- end state violence against communities of color;
- improve the lives and safety of LGBTQ individuals;
- promote and restore safety for Native survivors and uphold the inherent sovereignty of Native

- nations;
- support all immigrants and work toward comprehensive immigration reform;
  - support safety and accessibility for older adults, people with disabilities and those with limited English proficiency;
  - create economic justice;
  - ensure access to reproductive healthcare;
  - and positively impact social norms.

We will be working to bring these conversations alive around the state, incorporating them into our ongoing trainings, and into new events and forums. We look forward to hearing from all of you as we take significant steps forward to expand and strengthen the movement to end domestic violence in New York.

All the best,  
Connie

## Around The State

### NNEDV Census 2016

**Save the date: The NNEDV 2016 Census will take place on September 14th!**

**[NNEDV's Domestic Violence Counts: National Census of Domestic Violence Services \(Census\)](#)** is an annual noninvasive, unduplicated count of adults and children who seek services from U.S. domestic violence shelter programs during a single 24-hour survey period. Conducted annually by NNEDV since 2006, this Census takes into account the dangerous nature of domestic violence by using a survey designed to protect the confidentiality and safety of victims.

In preparation for the census, NYSCADV is contacting all New York State domestic violence programs to verify contact information and identify a point person for the census.

Please email Jennifer at [jclark@nyscadv.org](mailto:jclark@nyscadv.org) if your agency has not responded to/received a verification request. Please include in the email your organization name, mailing address, phone number, name and email of Executive Director, and name and email of the contact person for the census data.

## NYC Housing Protections for Victims/Survivors of Domestic Violence

Effective July 26, 2016, victims/survivors of domestic violence, sex offenses and/or stalking are now protected against housing discrimination under the NYC Human

Rights Law. Under the NYC Human Rights Law victims/survivors cannot be denied housing, evicted from their apartment or treated differently by landlords, brokers, or real estate agents because they have an order of protection, receive public assistance or because other tenants in the building feel uncomfortable due to having neighbors who are victims/survivors.

Click here to [view a fact sheet on the NYC Human Rights Law.](#)

## The Green Light NY: Driving Together Campaign

New York currently bars hundreds of thousands of immigrants in our state from obtaining driver's licenses due to their immigration status. Without access to licenses, many immigrants are unable to purchase, register, and insure their own vehicles. As a result, they face major barriers to meeting the most basic needs of day-to-day life: traveling to work, school, grocery shopping, medical appointments, and places of worship. Out of sheer necessity, many immigrants drive without licenses, putting them at odds with law enforcement, undermining trust between police and immigrant communities, and increasing the risk that a routine traffic stop will result in arrest, detention, or even deportation.

[The Green Light NY: Driving Together](#) campaign is working to expand access to driver's licenses to all residents of New York State, regardless of their immigration status. This is of particular concern to immigrants upstate, many of whom work on farms in rural areas. Expanding access to driver's licenses is one way to help support survivors in immigrant communities.

Click here [for more information and to sign on to the Green Light NY campaign petition.](#)

## Revised Forms for New York State Family Courts

A recently signed administrative order by the New York State Office Unified Court System, Office of Court Administration, has rescinded 29 Family Court forms and promulgated 29 new forms for use in Family Court proceedings (26 of the forms have revisions to the former existing forms, 3 are new forms, and 3 forms were rescinded as duplicative). The new forms are available for immediate use.

The new/revised forms include the following topic areas:

- Intellectual Disability
- Children's Participation in Permanency Hearings
- Non-respondent Parents, Relatives and Other Suitable Person in Child Protective and Permanency Proceedings.

Click here to [view the Memorandum and the Administrative Order.](#)

Click here to [view and download the new forms from the New York State Unified Court System.](#)

### Tri-Agency Letter Issued Regarding Laws and Policies on Providing Services to Immigrants

Recently, Attorney General Loretta E. Lynch, Secretary Sylvia Mathews Burwell of the U.S. Department of Health and Human Services (HHS), and Secretary Julián Castro of the U.S. Department of Housing and Urban Development (HUD) released a letter to recipients of federal funding to provide more information on access to services for immigrant victims. The letter explains that immigrants cannot be denied access to certain services necessary to protect life or safety on the basis of their immigration status.

The tri-agency letter should resolve questions that recipients of federal funding may have about their ability to serve all victims with funding from the Office on Violence Against Women and the Office for Victims of Crime. It will also be a useful tool when working with community partners to ensure all victims have access to services necessary to protect their lives or safety.

Click here to [read the tri-agency letter regarding immigrants right to access federally funded domestic violence services.](#)

### National Report on Hate Violence Against LGBTQ and HIV-Affected Communities

The National Coalition of Anti-Violence Programs (NCAVP) released its annual report Lesbian, Gay, Bisexual, Transgender, Queer and HIV-Affected Hate Violence in 2015. For this report - the most comprehensive of its kind - NCAVP collected data on 1,253 incidents of hate violence against LGBTQ and HIV-affected people from 13 local NCAVP member organizations in 11 states. States reporting were: Texas, Colorado, Vermont, Minnesota, Missouri, Massachusetts, Michigan, California, New York, Ohio, and Arizona.

#### **Report Overview**

For nearly twenty years, NCAVP has released reports on the pervasive and sometimes deadly hate violence perpetrated against LGBTQ and HIV-affected communities. The NCAVP LGBTQ and HIV-Affected Hate Violence in 2015 report is being released at a time when sweeping anti-LGBTQ legislation is advancing in the United States and existing protections are being rolled back, leaving already vulnerable communities even more susceptible to violence. NCAVP has compiled this report to address the nature and frequency of this violence and who it affects. "Hate violence, including bias, discrimination, criminalization of our communities, and the presumption that violence against LGBTQ people is somehow permissible, is being written into our laws at an alarming rate," said Beverly Tillery at the New York City Anti-Violence Project. "Now is the time to hold our institutions and policy makers accountable. We cannot allow the codifying of violence against our communities through harmful legislation."

- In 2015 there were 24 reported hate violence homicides, a 20% increase from 2014.
- Transgender and gender-nonconforming people of color made up the majority of homicides.
- People of color and undocumented survivors were more likely to experience physically violent forms of hate violence.
- Despite common perceptions, hate violence doesn't always come from strangers: 62% of survivors knew the person who committed the hate violence against them.
- Of survivors who reported hate violence to police, 80% said police were indifferent or hostile.

Click here to [view and download the full report, Lesbian, Gay, Bisexual, Transgender, Queer and HIV-Affected Hate Violence in 2015.](#)

## Orlando: Violence & Entitlement

At NYSCADV, our mission is to create and support the social change necessary to prevent and confront all forms of domestic violence. How is our mission connected to the recent events in Orlando, and the countless other mass shootings committed across our country? The largely untold story about mass shootings and intimate partner violence is their complex interconnection and the toxic feelings of entitlement that underlie them. Like so many others that have committed mass shootings (a recent national study found that at least 57% of all mass shootings in the US involved perpetrators of domestic violence) the identified gunman had a history of domestic violence.

Click here to [read the full blog post Orlando: Violence & Entitlement on our website.](#)

## Around the World

### Over 50,000 March In Peru Against Gender Violence

More than 50,000 people marched in Peru's capital and eight other cities on August 13th to protest violence against woman and what they say is the indifference of the judicial system. Officials said the size of the protest against gender violence was unprecedented in Peru and followed several recent high profile cases in which male perpetrators were given what women's groups said were too-lenient sentences.

Click here to [see the images and read more about the massive march in Peru against gender violence.](#)

### Cervasa Tecate Beer Commercial Defines Men By How They Treat Women

Mexican beer brand Cerveza Tecate sent a powerful message to men in its campaign

to end violence against women. The brand uses its identity as a 'man's beer' to speak out against domestic abuse. The commanding aspect of the commercial is the authoritative tone the narrator takes towards the end by stating outright that Tecate wants nothing to do with abusive men; the phrase "you are not one of us" makes a major statement for the beer brand.

Click here to [read more and see Tecate's ad against domestic violence.](#)

## Member Spotlight

### Unity House Funding Award

Unity House of Troy, a NYSCADV member program, recently received a significant federal grant totaling over \$1 million from the U.S. Department of Housing and Urban Development and U.S. Department of Justice under the Violence Against Women Act.

Unity House will be partnering with the Corporation for AIDS Research, Education and Services. The money will provide assistance for rental homes, households and housing placement in Albany and Rensselaer Counties.

Additional services will include case management, safety planning, personal and systems advocacy, employment services, transportation and nutrition services.

Click here [to read more about Unity House's new grant.](#)

## Prevention Corner

### The Involved Father and Gender Equity Project

The Involved Father and Gender Equity project was a collaborative effort between the White Ribbon Campaign and Dad Central. The study explored the positive roles that fathers, organizations working with diverse fathers, and the fatherhood sector in Ontario in general can play in promoting gender equality, healthy, equal relationships, and ending violence against women in all its forms.

The project also sought to understand how organizations, communities, and those working in the fatherhood sector in Ontario might better understand father involvement as a method for promoting gender equality.

The findings outlined in the report are the compilation of focus groups conducted with fathers across Canada making it a must-read for any organization seeking to design programs that will effectively engage fathers. Data reported includes information collected through focus groups, surveys of fathers who participated in the focus groups, interviews with stakeholders and professionals working on engaging fathers, and a preliminary environmental scan of services available to fathers in Ontario.

Click here for [more information and to view the report, Involved Fathers and Gender Equity.](#)

## Fostering Resilience

The Adult Children Exposed to Domestic Violence (ACE-DV) Leadership Forum, a project of the National Resource Center on Domestic Violence established to amplify the voices and experiences of ACE-DV, is pleased to share an updated Special Collection offering resources that promote strategies for creating environments where children can thrive.

While this collection emphasizes primary prevention strategies that foster healthy attitudes and behaviors, it also reflects our understanding of trauma as a common human experience, and explores post-traumatic growth as a positive framework for understanding trauma within the context of child development. Central to this collection is the belief that advocates working to end gender based violence are committed to the safety and well being of all children, and wish to create social change by investing in the potential that children offer - the promise of a new generation of non-violent, respectful young people and adults who resist traditional social norms that perpetuate violence against women and girls.

Click [here](#) to [view the collection, Fostering Resilience, Respect, and Healthy Growth in Childhood and Beyond.](#)

## Technology Corner

### NNEDV Releases Tech Safety App

In coordination with the Technology Summit in San Francisco, NNEDV has released their Tech Safety App. The Tech Safety App helps users understand how a particular technology could be misused to harass or stalk, what they can do about it, and offers safety tips on how to increase their safety and privacy. The app also includes a wide range of resources, including those on this site, the WomensLaw.org legal hotline, and other hotlines.

This app takes advantage of the Safety Net project's more than 15 years of working on the intersection of technology abuse and violence against women.

Click here to [learn more about and to download NNEDV's Tech Safety app.](#)

### NNEDV Releases Safety & Privacy On Twitter Guide

Both NNEDV and Twitter firmly believe that people should feel safe in all spaces, including online. Unfortunately, many people misuse online platforms, such as Twitter, as a tool to harass, abuse, and stalk. This occurs in domestic violence, sexual assault, and stalking cases, as well as instances of mob harassment specifically targeting a person.



This new guide walks through a number of safety tips to help users control their privacy and explains several features to ensure that users are making informed decisions on how they use Twitter. These include a detailed look at how you choose who can see your Tweets, how you manage your publicly available information, and how you control the sharing of your location. Many users are not familiar with some features that can be extremely helpful to victims of harassment, abuse, or stalking - such as the ability to remove location information from all past Tweets at once.

Click here to [access the new guide to Safety & Privacy On Twitter.](#)

## Removing Locations from Pokémon Go Map

The popularity of the recently released Pokémon Go mobile game has led to an increase in both walking and driving traffic in many areas across the nation. Among possible destinations included on the Pokémon Go Map for PokeStops and Gyms include hospitals, churches, cemeteries, war memorials, and private residences.

It is also possible that confidential shelter locations and non-confidential non-residential services may find their locations included on the map posing a potential safety risk to survivors. If a program finds their shelter sites or other locations have been included as a PokeStop or Gym, there are ways to request removal from the map.

Click here [for information on how to locations from the Pokemon Go Map.](#)

## Resources

### Know Your Rights Guide for Transgender and Gender-Nonconforming New Yorkers

Transgender and gender-nonconforming people have historically experienced discrimination, harassment and violence at far higher rates than other people because of their gender identities and gender expression. After decades of advocacy, the legal landscape is finally starting to recognize transgender and gender-nonconforming people as a class that deserves protection under the law.

The Know Your Rights guide, developed by the Empire Justice Center, explains how the New York State Human Rights Law (HRL), specifically, protects transgender and gender-nonconforming people. It describes what unlawful discrimination looks like, and what you can do if it happens to you. This guide also contains some information about your legal rights under other state and federal laws, and gives you contact information for legal advocates and attorneys across New York State that may be able to advise you about your rights.

Click here to [view the guide Know Your Rights: A Guide to Fighting Discrimination Against Transgender & Gender Non-Conforming New Yorkers Under the New York State Human Rights Law.](#)



# New York State Elder Abuse Prevention and Intervention Services Survey Report

This survey was developed by Lifespan of Greater Rochester and the New York City Elder Abuse Center to obtain feedback about the gaps and barriers in elder abuse services in New York State across multiple service systems.

Click here to [view the Findings Report of the NYS Elder Abuse Prevention and Intervention Services Survey.](#)

## LGBT+Legal Assistance Project

The American Bar Association's Commission on Domestic & Sexual Violence recently launched a new projects, LGBT+ Legal Access Project (LAP).

LGBT+LAP provides individualized support, training, and technical assistance to community stakeholders working with and providing legal services to lesbian, gay, bisexual, transgender, and otherwise queer-identifying (LGBT) survivors of domestic and sexual violence.

LGBT individuals experience domestic and sexual violence at rates equal to or greater than the general population, but often are denied access to legal services and legal systems due to bias and discrimination. The LGBT+ LAP projects seeks to foster collaborative responses to and increase access to justice for LGBT survivors through training and technical assistance to civil attorneys, prosecutors, law school clinics and advocates.

Click here [for more information about LGBT+LAP.](#)

## Webinars, Events & Trainings

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

### 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!**

**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](#)**

**CAPITAL REGION - SCHENECTADY**

Tuesday, September 20th

1:00 PM - 4:00 PM

YWCA of Northeastern New York

**[Click here to register for the Schenectady session on September 20th.](#)**

## New York State Coalition Against Domestic Violence

### **New York State Domestic Violence Prevention Summit 2016**

November 9, 2016

Albany, NY

Mark your calendar to join NYSCADV on Tuesday, November 9th, for the Second Annual NYS Domestic Violence Prevention Summit, as we explore effective approaches to preventing intimate partner violence before it begins.

Attendees will have the opportunity to learn about innovative community-based prevention strategies that are underway at the local, state and national level, as well as network and dialogue with their prevention colleagues from across the state. Presentations and discussion will be led by both New York-based prevention practitioners as well as presenters from around the country.

Click here to **[register for the NYS Domestic Violence Prevention Summit 2016.](#)**

## National Resource Center on Domestic Violence

### **Prevention Compassion Fatigue: Honoring Thyself**

Originally presented on July 8, NRCDV hosted the webinar Preventing Compassion Fatigue: Honoring Thyself. Expert presenter Santa Molina-Marshall provided valuable tools to identify the warning signs of compassion fatigue, and techniques to replenish your spirit in order to properly honor yourself.

Click here to [view the webinar. Preventing Compassion Fatigue: Honoring Thyself.](#)

## Northwest Network

### **Assessing Patterns of Coercive Control in Abusive Relationships, Part 3: Practice and Program Implementation**

August 16, 2016

3:00 PM - 4:30 PM EST

Content: Part 3 in a 3 part series on "Assessing Patterns of Coercive Control in Abusive Relationships", this session continues to offer opportunities to engage in skill building and practice with the Northwest Network's assessment tool. Using real-life examples, role-play observation and hands-on exercises, participants will deepen their understanding and build capacity to conduct assessments. This session will also address the myriad considerations for implementation, including documentation, intake policy best practices and organizational considerations relevant for programs who are interested in increasing their competency in serving LGBTQ survivors and integrating a broader practice of assessment into their service delivery.

Presenters: Amarinthia Torres and Kristin Tucker, the Northwest Network

Click here to [register for Assessing Patterns of Coercive Control in Abusive Relationships, Part 3: Practice and Program Implementation.](#)

## Empire Justice Center

### **Language Access and Domestic Violence Cases in New York's Family Courts**

August 17, 2016

12:30 PM - 1:30 PM EST

This webinar will discuss recent legislative enhancements and court-based initiatives in New York addressing access to Family Court for limited English proficient (LEP) individuals impacted by domestic violence. As they relate specifically to language access concerns, panelists will discuss:

- Access to interpreters in Family Court and navigating challenges
- Statewide translated orders of protection initiative and other translated forms
- Statewide remote family offense petition preparation
- Remote ex parte video conferencing pilot projects for family offense matters
- Language access requirements of governmental agencies serving LEP families impacted by domestic violence
- Law enforcement translation of victim statements in the Domestic Incident Reports and the Victim's Rights Notice.

**Presenters:** Rena Micklewright, Principal Management Analyst, NYS Unified Court System, Office of Language Access; Ellen C. Schell, Esq., General Counsel, NYS Office for the Prevention of Domestic Violence; Audrey E. Stone, Esq., Special Counsel, NYS Unified Court System, Office of the Statewide Coordinating Judge for Family Violence Cases; Webinar Moderator: Amy Schwartz-Wallace, Esq., Senior Attorney, Empire Justice Center.

*\*Empire Justice Center has been certified by the New York State Continuing Legal Education Board as an Accredited Provider of continuing legal education in the State of New York. This program has been approved in accordance with the requirements of the Continuing Legal Education Board for a maximum of 1.0 CLE credit hours, of which 1.0 can be applied towards the Professional Practice requirement. Empire Justice Center reserves the right to adjust CLE credit given for this course based upon the actual length of the webinar. This course is both transitional and non-transitional and is appropriate for both new and experienced attorneys. Effective January 2016, new attorneys with less than two years experience are now permitted to receive CLE credit for attending this webinar.*

Click here to [register for Language Access and Domestic Violence Cases in New York's Family Courts.](#)

## National Coalition Against Domestic Violence

### **Rebuilding Financially After Domestic Violence: Housing**

August 26, 2016

11:30 AM - 2:00 PM EST

3:00 PM - 5:30 PM EST

Abuse is found among women and men regardless of social class, age, ethnicity and location. Economic control in an abusive relationship takes many forms and gaining financial self-sufficiency can be the difference between staying in or leaving a violent relationship. This workshop covers building a modest financial foundation and making plans for the future, which are crucial skills you can impart to individuals so they are empowered to make informed, responsible financial decisions to reestablish their lives. Our focused areas for this webinar is housing, and it will cover a variety of topics regarding the housing issues and concerns facing survivors of domestic abuse.

**Rebuilding Financially After Domestic Violence: Housing occurs twice on August 26th. Please register for the time that works best for you:**

Click here to [register for the webinar, Rebuilding Financially After Domestic Violence: Housing, from 11:30 AM - 2:00 PM EST.](#)

Click here to [register for the webinar, Rebuilding Financially After Domestic Violence: Housing, from 3:00 PM - 5:30 PM EST.](#)

Just Detention

## **Reaching Behind Bars: Crisis Intervention for Incarcerated Survivors**

August 26, 2016

2:00 PM - 3:30 PM EST

Sexual abuse behind bars is a devastating crime that can shatter lives. But with high-quality rape crisis services, survivors of this abuse can heal. Reaching Behind Bars, a new webinar by Just Detention International, will guide advocates on helping incarcerated survivors. Specifically, the webinar will review the steps for delivering crisis intervention inside detention settings, where crisis services have long been lacking. Featuring speakers who have expertise in working in prisons and jails, Reaching Behind Bars will give advocates the skills, and the confidence, to help survivors get on the path to recovery.

Reaching Behind Bars is geared toward advocates who are trained in crisis intervention, but may have limited experience, or no experience at all, in confinement settings. The webinar will use real-life scenarios to illuminate the challenges of this work and how to overcome them. The webinar is interactive, and attendees will have opportunities to engage with the presenters, including during a dedicated Q & A segment.

The 90-minute webinar is intended for staff at rape crisis centers and other victim services agencies who want to work with survivors of sexual abuse in detention. No other prior knowledge is needed. This series of webinars is being supported by the Department of Justice's Office on Violence Against Women.

A closed captioned recording of this webinar will be posted on [JDI's YouTube channel](#) within one week after the webinar. If you require any additional assistance, please email us at [paujla@justdetention.org](mailto:paujla@justdetention.org).

Click here to [register for the Reaching Behind Bars: Crisis Intervention for Incarcerated Survivors webinar](#).

## **Battered Women's Justice Project**

### **Coordinated Community Response (CCR) Problem-Solving Series: Making the Criminal System Work Better for Victims**

#### **Part 3: When the Victim is Arrested: Seeking a Just Response**

September 1, 2016

2:00 PM - 3:30 PM EST

Content: In the third part of this prosecution series, Mary Ingham, Cindene Pezzell, Quetita Cavero, and Sandra Tibbetts Murphy will co-lead a discussion on victims of ongoing coercive control who have been arrested as a direct or indirect result of their experiences of being abused. This discussion will explore many of the common ways that victims of battering end up being arrested, the unique challenges they face in the criminal legal system as defendants, and the additional risks victim-defendants face as a result of being charged, convicted, and/or incarcerated. They will discuss ways that

prosecutors can evaluate and handle cases involving victim-defendants. They will also explore some concrete advocacy strategies that may help improve outcomes for victims of domestic violence who have been charged with crimes including: how to balance existing relationships between the prosecutor and the advocacy program; the significance of building relationships with defense attorneys and other non-traditional partners; and how programs can build defense-based advocacy into their existing work.

Presenters: Mary Ingham, Executive Director, Crisis Intervention Service, Mason City, IA, Sandra Tibbetts Murphy, Legal & Policy Advisor, BWJP, Cindene Pezzell, Legal Coordinator, National Clearinghouse for the Defense of Battered Women, and Quetita Cavero, Esq., Staff Attorney, National Clearinghouse for the Defense of Battered Women.

Click here to [register for Part 3: When the Victim is Arrested: Seeking a Just Response.](#)

## National Network To End Domestic Violence

### **Online Privacy Strategies Webinar**

September 7, 2016

3:00 PM - 4:30 PM EST

Have you Googled yourself recently? It is fascinating how much information (and misinformation) is out there on the internet about us. This webinar will discuss how your personal information gets on the internet, and provide tangible tips and strategies on what you can do to prevent it, manage it, and remove it.

NNEDV will send information on how to access the webinar beforehand. After the webinar, participants will also receive several accompanying handouts and tipsheets as well as a copy of the PowerPoint and recording.

Click here to [register for Online Privacy Strategies webinar.](#)

## New York State Bar Association

### **Statewide Family Law / Domestic Violence Task Force Meeting**

September 14, 2016

Albany Marriott

189 Wolf Road

Albany, NY 12205

The task force meeting will take place from 1:00 - 5:00 as a part of the NYSBA Legal Assistance Partnership Conference. You may register to attend the Task Force only without attending conference, and there is no charge to attend the Task Force meeting. To register for the Task Force only, please RSVP to Eunice Bencke at

## National Center for Victims of Crime

### **2016 National Training Institute**

September 19-21, 2016

Philadelphia, PA

As in past years, this National Training Institute will emphasize a multidisciplinary approach to sharing promising practices, current research, and effective programs and policies that are victim-centered, practice-based, and research-informed. Our National Training Institute is a forum for law enforcement, victim service professionals, allied practitioners, policymakers, and researchers to share current developments and build new collaborations. Sessions will highlight practical information to better support services for the wide range of persons victimized by crimes of all types.

Click here for [more information and the register for the National Center for Victims of Crime 2016 National Training Institute.](#)

## New York State LGBTQ Intimate Partner Violence Network

### **Regional Training Summit - Ithaca**

October 6, 2016

Ithaca, NY

Join a training for residential and non-residential domestic violence service providers to increase your LGBTQ cultural competency and ability to provide inclusive services to LGBTQ survivors of intimate partner violence. Topics covered will include LGBTQ 101, inclusive screening and assessment tools, and sheltering LGBTQ survivors.

The exact location of the summit will be sent to registered participants in the coming weeks.

Please note, for special accommodations or interpreting (or any other question) you must contact Yasmin Safdie at [ysafdie@avp.org](mailto:ysafdie@avp.org) or 212.714.1184 x19.

Click here to [register for the LGBTQ IPV Regional Training Summit.](#)

## Employment Opportunities

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

Catholic Charities of Fulton and Montgomery



# Counties

## **Advocate**

**Location:** Amsterdam, NY

Montgomery County Domestic Violence and Crime Victim Services is currently seeking candidates for an advocacy position. The successful candidate will provide direct care services to victims and their families including: accompaniment to various courts and law enforcement agencies, assisting with Orders of Protection, accessing crime victims compensation, information and referral to community resources, counseling, group facilitation and electronically maintaining statistics are a few of the functions of the advocate. This position also requires various after hour on call shifts.

**Qualifications:** Bachelors degree in human services or AAS in Criminal Justice or related field. Must have strong organizational skills and able to work in a multifaceted position. Valid drivers license and must clear a background check.

**Please send cover letter and resume to:**

Mary Carpenter, Program Director  
Catholic Charities of Fulton & Montgomery Counties  
Montgomery County Domestic Violence & Crime Victim Services  
1 Kimball Street  
Amsterdam, NY 12010  
Fax 518-627-0152  
Email: [mary.carpenter@cc-fmc.org](mailto:mary.carpenter@cc-fmc.org)

## Center for Safety and Change

### **FULL TIME HOTLINE RECEPTIONIST**

Center for Safety & Change is currently seeking a Hotline Receptionist. This is a full time non-exempt position with the primary responsibility being to answer the hotline and business lines and to provide clerical support.

**Some Responsibilities Include:**

- Meeting and providing preliminary assessment to walk-ins, answering hotline phones and referring callers to appropriate advocates
- Opening, stamping and distributing mail to staff and picking up client mail
- Maintaining daily log of incoming funds
- Typing letters and correspondence
- Responsible for bulk copying
- Assist in running errands as directed by the Office Manager
- Assist with preparation and mailing
- Help in coordinating donations
- Review local newspapers daily for articles to be included in our agency wide database
- performing other designated tasks as assigned by a supervisor

- Provide support to Administrative staff

**Requirements:**

Excellent verbal and written, people, communication and organizational skills to handle hotline calls from victims of domestic violence, sexual assault and other crimes as well as funders/donors. Able to multi-task in a busy environment. Must be proficient in Microsoft Word, Excel, Outlook and have working knowledge of Publisher and Powerpoint. Must be able to do data entry and maintain paper and electronic filing. Must have strong computer skills and own transportation with a valid driver's license. Prefer Spanish speaking

**Benefits Include:**

Health Insurance, Paid Time Off and Holidays

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

Jessica Franjul

Center for Safety & Change

9 Johnsons Lane

New City, NY 10956

Fax: (845) 634-3396

Email: [humanresources@centersc.org](mailto:humanresources@centersc.org) (Subject line must have Full-time Hotline Receptionist)

**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](mailto: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

## **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](mailto:humanresources@centersc.org) (Subject line must have Coordinator of Anti-Human Trafficking Services)

## **COMMUNITY EDUCATOR**

Center for Safety & Change is a not for profit, equal opportunity employer committed to a diverse, multi-cultural work environment. All are encouraged to apply. Center for Safety & Change is currently seeking a Community Educator. This full time position entails training middle school, high school and college-age students on gender based violence, other forms of oppression and teen activism.

This position requires flexible hours, which may include early mornings, evenings and weekends. It also requires a valid driver's license and reliable car. An interest in social justice issues and experience working with teens is desirable. A successful candidate must possess computer skills, including proficiency in Microsoft Suite and social networking.

### **Responsibilities of a Community Educator include but are not limited to:**

- Co-facilitate Teen Dating Violence Prevention Program (TDVPP) workshops and co-facilitating Student Activists Ending Dating Abuse (SAEDA) meetings, events, and trainings.
- Co-develop training programs and materials for school and teen group presentations.
- Transporting students to meetings and events.
- Participation in planning meetings and curriculum development
- Participate in community meetings, serving as a consultant to community groups and working to build community capacity in work to prevent gender-based violence & other social oppressions.
- Updating and maintaining presence on social media sites.
- Other duties as assigned by supervisor.

### **Requirements:**

Bachelors Degree. Community organizing experience a plus. Must have experience in public speaking, social networking, and working with youth. Bilingual/bicultural candidates encouraged to apply.

### **Benefits Include:**

Health Insurance, 22 days of paid time off, 11 Paid Holidays. Salary: mid \$30K's - commensurate with experience.

Please no phone calls. Applicants may email, mail or fax resume, writing sample and cover letter stating why you are interested in this position with salary requirements to:

Laura Plotkin  
Center for Safety & Change  
9 Johnsons Lane  
New City, NY 10956  
Fax: (845) 634-3396  
Email: [lplotkin@centersc.org](mailto:lplotkin@centersc.org)

For information about our organization please go to:

[www.centerforsafetyandchange.org](http://www.centerforsafetyandchange.org)

## Jewish Board of Children and Family Services

The Jewish Board of Family and Children's Services ("The Jewish Board") began over a century ago as a network of volunteers bringing food and clothing to poor Jewish families. Today, the Jewish Board is one of the nations largest and most comprehensive mental health and social service agencies providing support and care for people of all faiths, races and cultures. The Jewish Board serves over 30,000 New Yorkers annually at over 50 locations throughout the five boroughs and at a 125 acre campus in Westchester.

The work of the Jewish Board is built upon the professionalism and compassion of 3,200 employees, including professional social workers, family therapists, licensed psychologists, and psychiatrists. A corps of 200 dedicated volunteers supports the staff to help ease the burdens that strain and disrupt the lives of the Jewish Board clients-promoting recovery, resilience and self-sufficiency for individuals and families at every stage of life

### **SOCIAL WORKER-DV**

**Location:** Far Rockaway, Queens

**PROGRAM OVERVIEW:** Transitions & Bryce House (located in Queens, New York) are two of JBFCS domestic violence shelters that provide day care, housing assistance, education/vocational assistance, crisis intervention, individual, group, and family therapy, and training in independent living skills for victims of domestic violence and their children.

**PURPOSE:** The Social Worker is responsible for providing clinical intervention/case management person centered services to the residents in the program. The identified candidate must maintain accurate and up to date clinical charts and assist with linking the residents to identified community resources.

**RESPONSIBILITIES** include but are not limited to:

- Provide social work interventions based on assessment of resident's need and service plan
- Develop a service plan with the resident after gathering facts and determining goals and objectives
- Prepare service plan for presentation to the interdisciplinary team during case conference
- Update and maintain case record
- Monitor progress with identified goals
- Implement the service plan during individual, group and family counseling
- Initiate social work modalities through appropriate use of agency and community resources, including advocacy and crisis intervention
- Document all client contact in progress notes and/or other required case forms
- Coordinate discharge planning and initiate appropriate referral
- Assist client with applying/maintaining benefits
- Attend staff meetings and supervision as scheduled
- Facilitate groups

**REQUIREMENTS:** LMSW/LCSW and experience working in a Domestic Violence shelter. Bilingual Spanish speaking a plus.

**How to apply:**

[Click here to apply.](#)

### **ASSISTANT DIRECTOR-DV**

**Location:** Far Rockaway, Queens

#### **RESPONSIBILITIES INCLUDE BUT ARE NOT LIMITED TO:**

- Provide regular scheduled supervision to all clinical staff members.
- Responsible for case assignments, evaluate and assess treatment service plans
- Oversee case records and Run case conference
- Evaluate clinical staff and provide training through regular supervision
- May carry a case load or run groups
- Active participant in the number for new referrals and review client's ongoing plan.
- Ensure that the client's needs are met
- Provide all necessary notes, progress notes, risk assessment and other paperwork as required.
- Responsible for administrative oversight of facility in the absence of director
- Along with Director, maintains positive relations with all community groups and may be delegated to attend committee meetings.
- Recommends hiring, terminations, transfers and promotions.
- Maintains a leadership role in the Inter- departmental team process and program development
- Responsible for approval of administrative forma and reports including monthly



HRA billing information , weekly staff timesheets, petty cash and monetary disbursements to clients in the absence of the director

- Responsible for training within the division as scheduled by the Assistant Executive Director
- Provides input in the budget review
- Develop a training program for both programs to meet the needs of the new Rapid Intervention Center (RIC) demands and to meet the training needs formally met by the Child Care Training Institute. This would include assessing areas in which staff would need technical support or additional training.
- Devise an in-house training program for all staff with emphasis on the many changes occurring in the method in which care is being provided to the populations we serve.
- Have an active role with other community agencies.
- Organize and coordinate the volunteers or friends to Geller House program.
- Network with other mental health and child welfare agencies in the local area.
- Assist the director in ensuring that all necessary programmatic systems are in place to meet client safety needs, both on and off grounds.
- Oversee and may participate in the intake, case, group assignment and case closing processes.
- Oversee key administrative staff of the program and ensure appropriate completion/compliance of such work.
- Assist Director with the development and adherence to department budget

**REQUIREMENTS:**

L:MSW/ L:CSW required Master's degree and LMSW/ LCSW

**How to apply:**

[Click here to apply.](#)

## PROGRAM DIRECTOR-DV

**Location:** Bronx, NY

The Program Director is responsible for the overall administration of the shelter, ensuring that quality support services are provided to victims of domestic violence. Provides leadership to staff in the day to day operation of the facility, as well as operational accountability to ensure both financial and service goals are achieved or exceeded.

**PRIMARY ACCOUNTABILITIES**

- Oversees program operations to ensure ongoing success of the program in meeting JBFC client needs.
- Develops an annual plan and budget ensuring goals and timelines are met programmatically so that client's needs are addressed.
- Participates in policy formation with senior staff.
- Participates in community advisory committee to ensure services are meeting both client and community needs.

- Oversees intake process, census, childcare services, vocational services and housing placement.
- Hires and reviews performance of all staff.
- Ensures all operations are in compliance with regulatory requirements.
- Provides leadership and direction to staff, including social workers, childcare, maintenance, housing placement staff ensuring support is in place to maximize success of the shelter.
- Utilizes continuous performance improvement (CPI) techniques for administering services administration and monitoring QA.
- Interacts with other service providers for purpose of service coordination.
- Participates in formulation of divisional plan

**REQUIREMENTS:**

Strong administrative skills and an understanding of residential operations required; Experience in managing a domestic violence programs and knowledge of OTDA regulations required. Masters in clinical area, with 5-7 years experience in residential programs and services. At least 4 years supervisory experience required. LMSW required LCSW preferred

**How to apply:**

[Click here to apply.](#)

## Legal Services NYC

**Director of Public Benefits and LGBT Advocacy**

**Location:**

Bronx, NY

Bronx Legal Services seeks a dynamic Director of Public Benefits and LGBT Advocacy to supervise the delivery of free, high quality civil legal services, to low-income clients and communities for clients needing public benefits advocacy and LGBT and HIV-affected clients. Bronx Legal Services is the largest provider of free civil legal services in the borough and is the Bronx office of Legal Services NYC. Our mission is to advance society's promise to its most vulnerable members that all are entitled to equal access to justice through our legal system.

Services and initiatives of the Public Benefits and LGBT Advocacy Unit bring subsistence income to those living in poverty, prevent homelessness, provide access to medical care, and ensure that the most marginalized New Yorkers receive necessary services. The Unit represents low-income Bronx residents seeking public assistance, emergency grants, SNAP, Medicaid, and other government benefits. The Unit also engages in community education and outreach to increase access, maximize the staff's visibility in the community and promote the rights of LGBT and HIV-affected community members in the Bronx.

**Key Areas of Responsibility:**

- Shaping our public benefits practice and directly supervising our team of

- talented public benefits advocates;
- Coordinating and strengthening our advocacy on behalf of members of the LGBT community in the Bronx;
  - Developing and strengthening relationships with community organizations; Identifying systemic public benefits-related trends for strategic litigation;
  - Developing and participating in affirmative litigation and advocacy projects in the areas of LGBT practice;
  - Acting as the principal spokesperson of Bronx Legal Services' LGBT advocacy with legislators, media outlets, and community leaders;
  - Ensuring the unit's compliance with grants awarded through public and private sources;
  - Fostering collaborative relationships with client communities, advocacy and community groups, elected and other public officials, the courts, government agencies, and the media;
  - Educating the community about the collateral consequences with the criminal justice system;
  - and Supervising services to help eliminate barriers to employment, education and housing.

**Key Qualifications:**

- Minimum 5 years public benefits or similar litigation experience;
- Demonstrated expertise in local, state and federal public benefits law and policy, Supreme Court and administrative law practice;
- Excellent legal writing, litigation and advocacy skills;
- Strong interpersonal, teaching/training and organizational skills;
- A demonstrated passion for social justice and commitment to working with low-income communities, communities of color, and LGBT and HIV-affected communities to advance equality;
- Experience working with community-based organizations;
- and Proficiency in Spanish or another language commonly spoken in the communities we serve is welcome.

Bronx Legal Services pays a competitive public interest salary commensurate with experience, with excellent medical, pre-tax flexible benefits and retirement plans along with generous annual and sick leave. To apply for the position, please send your letter of intent, resume, and salary history to:

Sylvia Figueroa  
Assistant to Project Director  
Legal Services NYC-Bronx  
349 East 149th Street, 10th Floor  
Bronx, New York 10451

All applications should be submitted via e-mail to the following e-mail address: [sfigueroa@bx.ls-nyc.org](mailto:sfigueroa@bx.ls-nyc.org). The subject line should read: "Director of Public Benefits and LGBT Advocacy."

ONLY CANDIDATES SELECTED FOR INTERVIEWS WILL BE CONTACTED. NO TELEPHONE CALLS.

Bar Associations and other Organizations: Bronx Legal Services seeks and welcomes your recommendations for candidates who meet the foregoing qualifications and, in addition, request that you or your organization encourage such candidates to apply.

Bronx Legal Services is an equal opportunity and affirmative action employer. People of color, women, people with disabilities, gay, lesbian, and transgender people are all welcome and encouraged to apply.

## My Sisters' Place

**Job Title:** Associate Counsel, Immigration Practice

**Job Classification:** Full Time Exempt

**Department:** Legal

**Position Reports To:** Managing Attorney, Immigration Practice and Managing Director, Center for Legal Services

### **Description and Responsibilities:**

My Sisters' Place (MSP) was launched in 1976, with the establishment of the first "safe house" for domestic violence victims in Westchester County, NY. Today, MSP is the largest and most comprehensive agency serving those impacted by domestic violence and human trafficking in Westchester and the Lower Hudson Valley region. Services and programs include: two emergency shelters; a 24-hour hotline for assistance and referrals; an extensive support group network; a Human Trafficking Program; counseling for adults and children; a relationship violence prevention education program for teens; and a Center for Legal Services (CLS).

MSP's CLS directly represents survivors of domestic violence and human trafficking in family law and immigration matters, and increases our capacity to serve survivors by supervising pro bono attorneys from area law firms and corporations.

The Associate Counsel, Immigration Practice will provide legal representation and advocacy to noncitizen survivors of domestic violence and human trafficking before Citizenship and Immigration Services (CIS) and New York Immigration Court on a variety of legal matters including but not limited to: Violence Against Women Act Self Petitions, Battered Spouse Waivers, Adjustment of Status Applications, U visas, T visas, SIJS, asylum, Cancellation of Removal and criminal conviction vacatur. The attorney will work under the supervision of the Managing Attorney of the Immigration Unit and the CLS Managing Director, but will take primary responsibility for her/his own caseload, and will be responsible for conducting regular intake and assessments. CLS serves MSP's clients in a holistic way by coordinating services with other programs, providing a high standard of practice and empowering clients. CLS also serves as a leader in working for greater access to justice for immigrants by advocating for policies, laws and training at the court, local, state and federal levels that are responsive to immigrant concerns.

## **Duties**

- Provide legal representation and advocacy to survivors of domestic violence and human trafficking in immigration law matters, including all aspects of preparing VAWA Self-Petitions, Battered Spouse Waivers, Adjustment of Status Applications, Asylum applications, VAWA Cancellation of Removal and other removal defense strategies, SJS, U visas, and T visas
- Conduct regular intake and assessment of potential clients
- Track and collect statistical information for grant reports and compile and draft semi-annual grant reports for funder(s)
- Participate in committees and working groups addressing the rights of immigrant survivors
- Perform other duties as assigned by supervisor
- Collaborate with MSP's trafficking, counseling and shelter programs

## **Qualifications**

- J.D. Law Degree, admission or pending admission to a State Bar with admission to New York State Bar
- Relevant immigration law experience related to domestic violence and human trafficking, or law school immigration clinic experience
- Experience working with diverse communities
- Commitment to serving the public interest with high standards of legal practice in a manner that is client-centered
- Fluency or proficiency in Spanish preferred
- Excellent written and oral communication skills
- Proficiency with word processing, spreadsheets and case management database programs
- Excellent organizational, time management and record keeping skills, including the ability to work independently, assess priorities, take initiative, handle multiple assignments and meet deadlines
- Excellent interpersonal skills, including the ability to work collaboratively and to interact with management and program staff and build strong client relationships

## **Salary**

The salary is commensurate with experience. It also includes a generous benefits package.

## **Application Instructions:**

Please submit a cover letter, resume, writing sample and the names and contact information of three references via email to [apanjwani@mspny.org](mailto:apanjwani@mspny.org). Please indicate in the subject line "Associate Counsel."

## **Application Deadline:**

Applications should be submitted as soon as possible and offers will be made on a rolling basis as position must be filled as soon as possible.

## **Job Title:**

Associate Counsel, Family Law Practice

**Job Classification:** Full Time Exempt

**Department:** Legal

**Position Reports To:** Managing Attorney, Family Law Practice and Managing Director, Center for Legal Services

**Description and Responsibilities:**

My Sisters' Place (MSP) was launched in 1976, with the establishment of the first "safe house" for domestic violence victims in Westchester County, NY. Today, MSP is the largest and most comprehensive agency serving those impacted by domestic violence and human trafficking in Westchester and the Lower Hudson Valley region. Services and programs include: two emergency shelters; a 24-hour hotline for assistance and referrals; an extensive support group network; a Human Trafficking Program; counseling for adults and children; an intimate partner prevention and education program for teens; and a Center for Legal Services (CLS). MSP's CLS directly represents survivors of domestic violence and human trafficking in family law and immigration matters, and increases our capacity to serve survivors by supervising pro bono attorneys from area law firms and corporations.

The Associate Counsel, Family Law Practice will provide legal advocacy and representation to victims of domestic violence in Westchester Family courts (Yonkers, New Rochelle, and White Plains) and Integrated Domestic Violence Courts (Yonkers and White Plains), conduct emergency and non-emergency legal consultations, and assist with outreach and education programs.

**Duties**

- Provide legal representation and advocacy to survivors of domestic violence and human trafficking in family law matters, including: orders of protection, child support, paternity, custody and visitation.
- Conduct regular intake and assessment of potential clients
- Track and collect statistical information for grant reports and compile and draft grant reports for funder(s)
- Participate in committees and working groups addressing the rights of survivors
- Perform other duties as assigned by supervisor
- Collaborate with MSP's trafficking, counseling and shelter programs

**Qualifications:**

- Minimum of 2-5 years of experience practicing in family court
- J.D. Law Degree with admission to the NYS Bar
- Excellent written and oral communication skills
- Fluency or proficiency in Spanish oral and written communication preferred
- Proficiency with word processing, spreadsheet and database programs
- Ability to work independently, assess priorities, take initiative, handle multiple assignments and meet deadlines
- Excellent interpersonal skills, including the ability to work collaboratively and to interact with clients, management and program staff and build strong client relationships
- Commitment to serving the public interest with high standards of legal practice; domestic violence work experience important but not mandatory

- Experience working with diverse communities
- Excellent organizational skills, time management and record keeping skills, including the ability to work independently, assess priorities, take initiative, handle multiple assignments and meet deadlines

**Application Instructions:**

Please submit a cover letter, resume, writing sample and the names and contact information of three references via email to Pamela Howard at [poward@mspny.org](mailto:poward@mspny.org). Please indicate in the subject line "Associate Counsel."

**Application Deadline:**

Applications should be submitted as soon as possible and offers will be made on a rolling basis as position must be filled as soon as possible.

**Job Title:** Residential Counselor Program (11am-7pm)

**Job Classification:** Regular Full -Time, Exempt

**Position Reports To:** Director of Residential Programs

My Sisters' Place (MSP) 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. Our many programs include two emergency shelters, individual counseling and advocacy, children's programs, support groups throughout Westchester, a legal center, self-sufficiency training, and an extensive community education and outreach program.

The Residential Counselor is responsible for providing trauma informed and focused support services for all adult and child residents within the MSP emergency housing program. As such, this position works as part of a team that includes advocates from all other shifts, and administrative staff to ensure that residents receive emotional support and opportunities to begin healing from their trauma, at the same time as their practical needs are being met.

**Essential Position Functions:**

- Provide leading guidance on assessment and case planning for all adult and child resident clinical/therapeutic needs; work as a team leader with Manager of Residential Counseling Programs and Senior Residential Advocates to ensure needs assessment, safety planning, and emotional support services are available on an on-going basis for all residents.
- Provide private individual counseling sessions and work in conjunction with shelter team to conduct weekly support groups, utilizing trauma-informed practices.
- Work closely with Director of Residential Counseling Programs and Senior Residential Counselor to ensure that Senior Residential Advocates and Residential Advocates receive training and support on clinical issues affecting all shelter residents.
- Work as a team with shelter leadership in a shared on-call supervisory rotation



for overnights and weekends throughout the year; required to stay close to home during assigned on-call rotations.

- Participate in regular shelter management team meetings and regular shelter staff meetings; meetings include case conferencing, discussions on improving shelter practices, and staff development presentations.
- Adjust work hours or work additional hours as needed in order to conduct support groups, or attend meetings.
- Establish and maintain collaborative relationships with community organizations and public agencies to foster coordination of services for emergency shelter residents and their children; represent MSP and shelter program at relevant outside meetings/events.
- Ensure the collection of timely and accurate statistics on services provided; Completing applications for Office of Victim Services (OVS), and monthly/quarterly reports
- Active participation in trainings and/or professional development sessions as identified by supervisor and self.
- Work as a team with all agency staff responsible for shelter operations to ensure basic client needs and facility-related needs are met.
- Assist with short term counseling in the Non-Residential Children's Counseling Program
- Assist with other duties and tasks as directed.

### **Qualifications:**

- Master's degree in social work or related field preferred
- Two years of prior counseling experience
- Experience in field of domestic violence, human trafficking, or victimization and knowledge of trauma strongly preferred
- Prior supervisory experience a plus; demonstration of strong leadership skills a must
- Excellent interpersonal skills, including the ability to work independently or collaboratively
- Strong written and oral communication skills
- Computerized proficiency, assess priorities, take initiative, handle multiple assignments, and meet deadlines
- Ability to work in a fast paced environment, stay organized, assess priorities, take initiative, handle multiple assignments, and meet deadlines
- Bi-lingual English/Spanish preferred

**SALARY:** low-\$40Ks annually

### **HOW TO APPLY**

NO PHONE CALLS PLEASE. Send resume and cover letter (applications without cover letters will not be considered) by e-mail to: [gthompson@mस्पny.org](mailto:gthompson@mस्पny.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.

**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.

## **ASSOCIATE EXECUTIVE DIRECTOR**

Job Type: Full Time

Location: Mahopac, NY

Salary: Low \$70,000's and commensurate with experience

The Executive Director is seeking an Associate Executive Director of Programs and Services who is dedicated to ending oppression and intimate partner violence. One who embraces and understands the role of ADVOCACY as a community change agent through; direct service to victims/survivors, community education, as well as local and state level advocacy. One who has experience as an advocate, manager, clinician, and supervisor.

The AED of Programs and Services is a newly created full-time position for an experienced, energetic, detail oriented masters level professional. This person will partner with the Executive Director Ann Ellsworth to provide over-site to Putnam/Northern Westchester Women's Resource Center residential and nonresidential services, support the work of a talented and dedicated staff, and ensure that all victims of violence has access to the highest quality of service. In addition, the Associate Executive Director will be assigned executive administrative duties in the absence of the Executive Director. This position will report directly to the Executive Director.

**Qualifications:** LCSW or related degree with a minimum of 3 years of experience in clinical, supervisory, and/or administrative and state contract management experience. Skills: Excellent communication and interpersonal skills; a public speaker who would represent the agency at speaking engagements, good organizational and time management skills and the vision of a future free of intimate partner violence. Ability to travel as needed and work some flexible hours.

**Employee benefits:** Paid Vacation and Personal days; Paid Holidays; Medical, Dental and Vision Benefits- available; Pension, & Travel Reimbursement.

### **To Apply:**

Please email or fax your cover letter and resume to: [JMargiotta@pnwwrc.org](mailto:JMargiotta@pnwwrc.org) or fax to 845-628-9272. Please reference the Associate Executive Director (no calls please).

## **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](mailto: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](mailto: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](mailto: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 assists 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](mailto: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](mailto:JMargiotta@pnwwrc.org) or Fax :845-628-9272  
(NO CALLS PLEASE!)

## **Safe Homes of Orange County**

### **BILINGUAL ADVOCATE (SPANISH/ENGLISH)**

**Classification:** Non-exempt status

**Reports to:** Family Justice Center Manager

**Hours Per Week:** 40

**Schedule:** Monday - Friday 9:00am-5:00pm, with flexibility required for holidays, evenings and weekends

**Anticipated Start Date:** ASAP

Safe Homes of Orange County is a not-for-profit 501(c)(3), located in Orange County, New York, that has grown from a grassroots small group of committed individuals in 1986 to an organization, leader, and resource in the field of domestic violence and human trafficking advocacy and services in Orange County. Our many programs include a Family Justice Center, an emergency shelter, a legal program, individual counseling and advocacy, support groups throughout Orange County, community education and outreach program.

**Duties & Responsibilities:**

As a result of internal advancement, Safe Homes of Orange County seeks a Bilingual Advocate who will be responsible for implementing the "El Abrazo De Mis Hermanas" Program, which includes, but is not limited to providing culturally competent support and advocacy services in Spanish and/or English to all victims of domestic violence and human trafficking and engaging community partners in education and training on issues surrounding the Latin@ population and domestic violence.

Responsibilities of the position include but are not limited to:

- Provide nonjudgmental and supportive hotline counseling and shelter screenings, intake interviews and discharges;
- Provide culturally informed emotional support and crisis intervention
- Engage community partners in education and training on issues surrounding the Latin@ population and domestic violence.
- Collaborate in developing workshops specifically tailored to Latin@ victims of domestic violence.
- Provide accompaniment and systems advocacy to courts, probation department, police departments, hospitals and other social services agencies;
- Provide appropriate information, comprehensive assistance and referrals, and facilitate connections with appropriate service providers;
- Assist clients in exploring their legal, housing and economic options;
- Encourage client attendance in agency support groups and facilitate support group(s) as scheduled;
- Maintain client records, group logs and statistical information, as requested, in accordance with agency policy and utilize the agency database as expected;
- Attend and actively participate in staff meetings, other agency meetings and trainings, as assigned and scheduled;
- Travel extensively between the agency's offices and other locations (court, shelter, police stations, etc.)
- Other duties as assigned.

### **Qualifications**

- Possess strong communication skills in Spanish and English (both oral and written.)
- 2 year degree and/or experience working with domestic violence victims and/or counseling and counseling experience
- Possess an understanding of immigration related issues and the barriers faced by Latin@s.
- Ability to work in a fast paced, crisis oriented environment: assess priorities, take initiative, handle multiple assignments and meet deadlines.
- Work cooperatively and supportively as part of a team.
- Exercise sound judgment in responding to problems and crises.
- Experience working with diverse populations and seeks understanding of cultural differences;
- Understand and work from a feminist philosophy of empowerment, and supports SHOC mission;
- Display commitment to ending violence against women and children and a commitment to social change through active participation in working towards ending racism, classism, sexism, ageism, homophobia, ableism, and all forms of oppression.

- Demonstrate willingness to gain understanding of issues of oppression, battering and sexual assault.
- Model and uphold appropriate boundaries in work with clients, co-workers, supervisor, and community.
- Ability to lift up to 50 pounds, navigate stairs, and periods of sitting, standing and walking required.
- Experience with Microsoft Word and Excel is preferred.
- Possess a valid and insurable driver's license, as well as reliable transportation.

**Cover letter and resume required. Please submit via email or fax only to:**

Attention: Inaudy Esposito, Family Justice Center Manager

Email: [iesposito@safehomesorangecounty.org](mailto:iesposito@safehomesorangecounty.org)

Fax: 845-562-2216

*Due to high volume of responses it may not be possible to respond to all inquiries. Selected candidates will be notified for an interview.*

Safe Homes of Orange County prohibits discrimination due to race, color, age, religion, sex, sexual orientation, gender identity, disability, and national origin in employment and delivery of services.

## The Safe Center LI

The Safe Center LI, Inc. (TSCLI) is a new not-for-profit created through the merger of the Nassau County Coalition Against Domestic Violence and the Coalition Against Child Abuse & Neglect. It is the only agency in Nassau County to provide comprehensive services to all victims of domestic violence, child abuse, trafficking, and sexual assault - women, men, children, elderly and transgender - all under one roof. Our mission is "To protect, assist and empower victims of family violence and sexual assault while challenging and changing social systems that tolerate and perpetuate abuse: Restoring hope to victims of abuse."

### **SAFE HOME BILINGUAL COUNSELOR F/T**

**Skills:**

LMSW/LMCH/LMFT or equivalent. Bilingual- Spanish speaking a must. Clinical experience with adults required. Experience with trauma, domestic violence, sexual assault, substance abuse and mental illness preferred.

**Job Description:**

The Safe Center LI is a not-for-profit agency providing comprehensive services to victims of domestic violence, child abuse and sexual assault. Among these services includes the agency's Safe Home providing shelter for victims in danger at a confidential location. The Safe Home Counselor provides individual and group counseling, crisis intervention, therapeutic group activities, clinical intakes, case management, advocacy, participates in staff meetings and case discussions, as well as receive clinical and task supervision.

**Hours:**



Monday-Friday

Day and night availability required.

**To Apply:**

- Please send resumes to: [tgregoretti@tscli.org](mailto:tgregoretti@tscli.org)

**HOUSE MANAGER F/T**

**Job Description:**

The Safe Center LI provides comprehensive services that focus on the safety and well being of victims of domestic violence, sexual assault and child sexual abuse. The House Manager position is at The Safe Home, a confidential domestic violence shelter for individuals and families that are fleeing domestic violence.

**Hours:**

This is a sleep over position and the shift is from Thursday 8:45AM - Sunday 9AM.

**Responsibilities:**

The house manager position is responsible for aspects of the daily functioning of the home, which includes attending to residents needs and the physical space of the house. Responsibilities include providing crisis intervention, emotional support, scheduling of appointments, conducting intakes, shopping for food and other household needs, maintaining daily logs, routine walk through of house to look for needed repairs, assist with childcare, room checks, monitoring daily occurrences of residents and light cleaning among other responsibilities.

**Eligibility Requirements:**

Driver License required. Bilingual/Spanish is a plus. Experience with domestic violence, residential programs, trauma, crisis intervention, working with children and adults from a variety of cultural backgrounds preferred. Must be flexible, have strong communication skills, able to multitask and work in a demanding environment. Training will be provided.

**To Apply:**

- Please send resumes to: [tgregoretti@tscli.org](mailto:tgregoretti@tscli.org)

**HOUSE MANAGER P/T**

**Job Description:**

The Safe Center LI provides comprehensive services that focus on the safety and well being of victims of domestic violence, sexual assault and child sexual abuse. The House Manager position is at The Safe Home, a confidential domestic violence shelter for individuals and families that are fleeing domestic violence.

**Hours:**

This is a sleep over position and the shift is from Wednesday 8:45AM - Thursday 9AM.

**Responsibilities:**

The house manager position is responsible for aspects of the daily functioning of the

home, which includes attending to residents needs and the physical space of the house. Responsibilities include providing crisis intervention, emotional support, scheduling of appointments, conducting intakes, shopping for food and other household needs, maintaining daily logs, routine walk through of house to look for needed repairs, assist with childcare, room checks, monitoring daily occurrences of residents and light cleaning among other responsibilities.

**Eligibility Requirements:**

Driver License required. Bilingual/Spanish is a plus. Experience with domestic violence, residential programs, trauma, crisis intervention, working with children and adults from a variety of cultural backgrounds preferred. Must be flexible, have strong communication skills, able to multitask and work in a demanding environment. Training will be provided.

**To apply:**

Send resumes to [tgregoretti@tscli.org](mailto:tgregoretti@tscli.org)

**PER DIEM HOUSE MANAGER**

**Job Description:**

The Safe Center LI provides comprehensive services that focus on the safety and well being of victims of domestic violence, sexual assault and child sexual abuse. The House Manager position is at The Safe Home, a confidential domestic violence shelter for individuals and families that are fleeing domestic violence.

**Hours:**

This position will cover as needed days, evenings and overnights.

**Responsibilities:**

The house manager position is responsible for aspects of the daily functioning of the home, which includes attending to residents needs and the physical space of the house. Responsibilities include providing crisis intervention, emotional support, scheduling of appointments, conducting intakes, shopping for food and other household needs, maintaining daily logs, routine walk through of house to look for needed repairs, assist with childcare, room checks, monitoring daily occurrences of residents and light cleaning among other responsibilities.

**Eligibility Requirements:**

Driver License required. Bilingual/Spanish is a plus. Experience with domestic violence, residential programs, trauma, crisis intervention, working with children and adults from a variety of cultural backgrounds preferred. Must be flexible, have strong communication skills, able to multitask and work in a demanding environment. Training will be provided.

**To apply:**

Send resumes to [tgregoretti@tscli.org](mailto:tgregoretti@tscli.org)

We are an equal opportunity employer and encourage all qualified applicants to apply.

# The Retreat

## **DOMESTIC VIOLENCE COUNSELOR**

**Location:** East Hampton, NY

### **BASIC FUNCTION:**

- Assist victims of domestic violence with supportive counseling.
- Provide crisis intervention and education regarding dynamics of domestic violence.
- Work from the East Hampton

### **SPECIFIC RESPONSIBILITIES:**

1. Assists victims of domestic violence with individual and/or group counseling.
2. Review safety planning and other information on Domestic Violence with victims.
3. Assist with client intakes for clinical services.
4. Refer victims to other network services and community resources, as is appropriate.
5. Maintain accurate statistics and permanent records of services.
6. Attend staff agency meetings.
7. Coordinate prevention and awareness services as requested.
8. Answer crisis hotline calls.
9. Coordinate with Child Protective Services and other agencies to provide on-going supports and interventions to client family systems.
10. Attend educational seminars to support clinical skills and knowledge
11. Provide outreach presentations in the community to gain more knowledge of domestic violence and available supports.
12. Provide support services for fund raising activities as requested by Executive Director.
13. Perform other duties assigned.

### **QUALIFICATIONS:**

- Bi-lingual (English/Spanish) preferred
- Education: Master of Social Work or a related discipline.
- Experience: Prior internship or prior clinical work with individuals in crisis.
- Good oral and written communication skills.
- Good computer skills required.
- Familiarity with family systems theory and relationship issues.
- Understanding of domestic violence issues.
- Experience with crisis intervention.
- Fingerprint clearance.
- Ability to work as a supportive team member, coordinating feedback and knowledge.

### **ORGANIZATIONAL RELATIONSHIP:**

Reports to the Clinical Director

**To Apply:**

Candidates interested in applying for a position with The Retreat should send a cover letter and resume [tokmclaughlin@theretreatinc.org](mailto:tokmclaughlin@theretreatinc.org). In the subject line include the title of the position you are applying for. Please refrain from making phone inquiries. Due to the high level of applicants we will not be able to get back to you. Please know that your resume has been received and we appreciate your interest. All viable candidates will be contacted. Salary requirements must be included.

## Urban Justice Center

**BI-LINGUAL (Spanish Speaking) IMMIGRATION ATTORNEY**

Domestic Violence Project

**Location:** New York, NY

The Urban Justice Center (UJC) is a not-for-profit organization dedicated to advocating on behalf of NYC's most vulnerable citizens. The Domestic Violence Project (DVP) at the Urban Justice Center is seeking to hire an immigration attorney to work with and on behalf of victims of domestic violence. DVP's mission is to help victims of domestic violence and their children live free of violence and abuse. We consider domestic violence in any type of relationship, regardless of gender or sexual identity, to be a human rights violation. Our work focuses on providing legal and social work services to promote justice and vigorously defend and protect victims' human rights. To accomplish this, our attorneys, social workers and advocates provide legal representation in NYC Family and Integrated Domestic Violence Courts, mental health services, advocacy, case management, and on-going domestic violence education and outreach activities throughout the five boroughs of New York City.

DVP seeks an attorney to work within a legal-psychosocial framework with survivors of domestic violence to provide legal representation and advocacy on immigration matters including U and T visas, SIJS, adjustment of status, VAWA Self-Petitions, Battered Spouse Waivers and naturalization.

Other responsibilities includes training and oversight of other attorneys, interns and volunteers on Immigration matters and relief; conduct outreach and education throughout NYC; work closely with DV shelters to build a continuum of care post abuse; maintain and foster collaborative relationships with other CBOs; maintain statistics and funding requirements as needed.

**REQUIREMENTS AND QUALIFICATIONS:**

- Minimum of 5-7 years of immigration experience.
- Admission to NYS Bar.
- Fluent in Spanish.
- Knowledge and understanding of domestic violence and trauma.
- Proficiency working with individuals of diverse backgrounds and lifestyles.
- Comfortable with public speaking and highly motivated to cultivate new linkages.
- Strong organizational and administrative skills.

- Aptitude for intense and thorough negotiation and advocacy.
- Ability to work evenings if necessary.
- Ability to respond sensitively to clients' urgent needs.
- Exceptional interpersonal, speaking, and writing skills and the ability to apply these skills in diverse situations.
- Demonstrated ability to be flexible and work as a team member.
- Demonstrated ability to work independently.
- Must be able to travel between boroughs.
- Interest and proclivity in working within a multi-disciplinary framework.

Salary is commensurate with experience. Generous vacation, medical and dental benefits are provided. This is a bargaining unit position represented for collective bargaining purposes by the National Organization of Legal Services Workers, UAW, Local 2230.

Please submit a cover letter, resume and references via email to [mbigelow@urbanjustice.org](mailto:mbigelow@urbanjustice.org). Please write "STAFF ATTORNEY" in the subject heading. We regret that due to high volume, we are unable to respond to inquiries and will only contact those candidates selected for consideration. Please do not contact us via telephone or fax. People of color, LGBTQ individuals, and individuals with disabilities are encouraged to apply. The Urban Justice Center is an equal opportunity employer.

## Urban Resource Institute

**Job Title:** Education and Employment Specialist  
**Division:** Domestic Violence Programs  
**Reports To:** Director, Economic Empowerment Programs  
**Classification:** Salaried  
**Location:** New York, NY

### **POSITION SUMMARY**

The Urban Resource Institute (URI), a not-for-profit 501(c)(3) organization established in 1980, operates shelter, legal and job training programs for domestic violence victims, residential and supported employment services for individuals with developmental disabilities, and an outpatient chemical dependency services. The organization promotes safety, justice, recovery, health, and independence for vulnerable, poor individuals and families residing in New York City. URI is seeking a bright, energetic individual to join our team. Under the supervision of the Director of Economic Empowerment Programs, the Education and Employment Specialist provides comprehensive, individualized case management, mentoring and educational services to support domestic violence survivors in achieving short and long-term goals around job training, education, employment, financial management and self-sufficiency. This includes handling tasks associated with URI's Working Internship Network (WIN) program, including conducting vocational assessments, facilitating career readiness, computer skills and financial literacy workshops, and managing client internships. The Education and Employment Specialist also supports URI's community and corporate

partnerships which offer education, training and hands-on experiences to domestic violence victims residing in shelter.

## **RESPONSIBILITIES**

- Provides a wide range of career readiness services to clients, including assessments, goal development, interview training, job search skills, networking and resume assistance.
- Conducts educational workshops that focus on economic empowerment to achieve program and client outcomes.
- Recruits clients to participate in URI's Working Internship Network (WIN) program, manages the application process, facilitates program activities, including internship placements and graduation, and conducts program administrative tasks.
- Tracks and reports client progress towards achieving targeted outcomes.
- Develops and manages a directory of resources, including internship and job opportunities, and GED and literacy support programs.
- Trains and provides support to program interns and volunteers.
- Conducts trainings for staff, clients and community.
- Performs other administrative and program support functions, and agency-related duties or special projects as directed by supervisor.

## **QUALIFICATIONS**

- Master's in Vocational Counseling, Human Services, Education, Social Work, Psychology, or related field, with three (3) years of vocational experience.
- Experience teaching adults, including adults with low literacy levels.
- Experience teaching career readiness education and computer skills training.
- Demonstrated ability to tailor curriculum to students at varying literacy levels.
- Excellent analytical skills, organizational skills, and high level of attention to detail.
- Knowledge or experience assisting clients with public assistance and housing.
- The ability to document case records, and provide group counseling.
- Sensitivity to the needs of underserved people; an understanding of or interest in the issue of domestic violence; and cultural competency when working with a diverse population.
- Ability to multitask, prioritize, and adhere to deadlines.
- Strong knowledge of Microsoft Office based programs is required.
- Bilingual Spanish/English a plus.

## **SALARY**

Competitive salary commensurate with experience. Excellent benefits package included.

## **TO APPLY**

Please send your resume with a cover letter via e-mail to [careers@urinyc.org](mailto:careers@urinyc.org). Please include the words "Education and Employment Specialist" in your email subject line.

URBAN RESOURCE INSTITUTE IS AN EQUAL OPPORTUNITY EMPLOYER.

## **HUMAN RESOURCES GENERALIST**

Part Time

Willow is a dynamic and collaborative work environment comprised of dedicated and supportive professionals who care about making our community a better place. Every day we have an impact on the lives of families. Join our team to help fulfill our vision of a community free from domestic violence.

### **JOB SUMMARY**

The Human Resource Generalist is a key member of the Willow Domestic Violence Center Team and is responsible for the coordination and maintenance of a variety of services to support the Willow Team including recruitment, employee relations, benefits administration, compliance and training/organizational development.

### **ESSENTIAL DUTIES AND RESPONSIBILITIES**

#### **RECRUITMENT & RETENTION**

- Facilitate the recruitment and hiring process (source resumes, phone screens, references, background checks, offer letters) adhering to all federal and state regulations as they relate to fair and equitable hiring practices.
- Conduct new hire orientation meetings with all new employees.
- Conduct exit interviews and reporting findings to appropriate staff.

#### **EMPLOYEE RELATIONS**

- Provide HR advice and support to managers and employees, explaining procedures and policies in a timely, effective manner.
- Receive employee complaints/concerns and partner with the employee and management on fair and equitable resolutions, balancing the needs of the employee, management and Willow.
- Provide pragmatic and consistent guidance and advice to managers on grievance, attendance, disciplinary, and performance issues.
- Proactively raise issues to management that may affect Willow employees and partner with them to identify practical solutions.

#### **BENEFITS ADMINISTRATION**

- Coordinate annual enrollment.
- Work with benefit administration vendors to coordinate activities for STD, LTD, COBRA, FMLA, NYS Unemployment etc.
- Assist employees with questions regarding benefits.

#### **COMPLIANCE & HR ADMINISTRATION**

- Ensure compliance with all state and federal laws and regulations.
- Generate surveys and reports as needed, analyze data and make recommendations on HR approaches, policies and procedures.
- Update employee handbook and conduct staff training on policies.
- Maintain database of all Willow Center employees.

- Maintain personnel records for employees. Create new files, ensure paperwork is complete and follow-up with employees as necessary.
- Coordinate annual anniversary recognitions.
- Provide counsel to Executive Team for compensation program.
- File, copy, scan, fax and distribute paperwork as necessary.

### **TRAINING & ORGANIZATIONAL DEVELOPMENT**

- Maintain job descriptions for all roles and update as necessary.
- Ensure all employees receive annual performance evaluations.
- Partner with management on training plans for new hires.
- Participate in succession planning process with senior leadership team to identify, develop and retain top talent for Willow.

### **OTHER DUTIES AS ASSIGNED**

- Attend and participate in agency trainings and staff meetings as required.
- Maintain confidentiality and complete all job functions ethically and in a culturally competent manner.
- Any other duties as may be assigned.

### **QUALIFICATIONS**

- Bachelor's degree in HR, Business Admin., or related field, with 5 yrs. HR experience (particularly in Employee Relations and Staffing) or equivalent combination of education/experience.
- Working knowledge of applicable Federal, State and local laws and regulations related to the Human Resources function.
- Excellent organizational, interpersonal, verbal and written communication skills.
- Proficient in the use of Microsoft Outlook, Excel and Word.
- Strong time management skills. Ability to work under pressure and successfully meet deadlines.
- Must be able to sit, stand, bend, reach, and lift up to 30 pounds.

### **WORK SCHEDULE**

20-25 hours per week, days and hours to be determined.

### **COMPENSATION**

Commensurate with experience. Please provide salary requirement.

### **HOW TO APPLY**

Submit cover letter and resume by mail, email or fax:

- Mail: P.O. Box 39601, Rochester, NY 14604
- Email: [HR@willowcenterny.org](mailto:HR@willowcenterny.org)
- Fax: 585.232.3501

Be sure to indicate which position you are applying for in the subject line. No phone calls please. We offer a generous benefits package including health and dental insurance, paid time off, pension plan and 401k.

We offer a generous benefits package including health and dental insurance, paid time off, pension plan and 401k.



[Click here to view more Employment Opportunities  
Around the State at NYSCADV Member Programs](#)

support our work - make a donation!