



C.L. "BUTCH" OTTER
GOVERNOR

EXECUTIVE DEPARTMENT
STATE OF IDAHO
BOISE

EXECUTIVE ORDER NO. 2007-18

**ESTABLISHING A DOMESTIC VIOLENCE POLICY FOR ALL STATE AGENCIES,
DEPARTMENTS, DIVISIONS AND OFFICES**

WHEREAS, domestic violence occurs within a wide spectrum of relationships, including married and formerly married couples, couples with children and couples who live together or have lived together; it affects people of all ages in every socioeconomic, educational, racial, religious and occupational segment of society; and

WHEREAS, domestic violence can include physical, psychological, sexual and emotional abuse; and

WHEREAS, domestic violence can spill over into the workplace, compromising the safety of both victims and co-workers and resulting in lost productivity, increased health care costs, absenteeism and employee turnover; and

WHEREAS, in 2006, there were approximately 5,000 intimate partner violence crimes reported in Idaho, 4,955 domestic violence civil protection order filings, and 8,701 calls to the Idaho Domestic Violence Hotline; and

WHEREAS, the Bureau of National Affairs has estimated that domestic violence costs Idaho employers \$17 million annually in lost time and productivity annually; and

WHEREAS, the State of Idaho does not tolerate any violence, including domestic violence;

NOW, THEREFORE, I, C.L. "Butch" Otter, Governor of the State of Idaho, by virtue of the power and authority vested in me under the Constitution and laws of Idaho do hereby order all State agencies, offices, departments and divisions to:

1. Ensure that personnel policies and procedures prohibit discrimination against victims of domestic violence, protect the confidentiality of and are responsive to the needs of victims of domestic violence;
2. Inform employees of available resources for assistance by including information provided by the Idaho Coordinated Response to Domestic & Sexual Violence – a state-level committee of governmental and non-governmental organizations – on domestic violence awareness and services as part of new-employee orientation and integrate information on domestic violence into existing materials, literature, policies, protocols and procedures, as appropriate;
3. Include in training for human resources personnel information on domestic violence and its impact on the workplace as provided by the Idaho Coordinated Response to Domestic & Sexual Violence.



IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Idaho in Boise on this 20th day of November in the year of our Lord two thousand and seven and of the Independence of the United States of America the two hundred thirty-second and of the Statehood of Idaho the one hundred eighteenth.

C.L. "BUTCH" OTTER
GOVERNOR

BEN YSURSA
SECRETARY OF STATE