



JOHN R. KASICH
GOVERNOR
STATE OF OHIO

Executive Order 2011-04K

Establishing State Government Workplace Domestic Violence Policy

WHEREAS, the implementation of the “Barbara Warner Workplace Domestic Violence Policy” under Executive Order 2008-08S required each State agency to:

1. Maintain, publish, and post a list of resources for survivors and perpetrators of domestic violence;
2. Give due consideration and accommodation, within established personnel policies, to employees who are victims or survivors of domestic violence by:
 - a. Modifying their work duties, assignments, or work sites when the perpetrator and victim are employed at the same work site;
 - b. Granting leave requests if an employee needs to be absent from work due to current or past domestic violence;
 - c. Working collaboratively with the Ohio Employee Assistance Program when considering corrective actions related to the job performance of a victim of domestic violence.
3. Refer, to the extent permitted under established personnel policies, an employee who is a perpetrator of domestic violence to the Ohio Employee Assistance Program for services and/or short-term counseling;
4. Take necessary corrective action, up to and including termination, and contact appropriate law enforcement personnel regarding employees who commit acts or threats of domestic violence while on State property, conducting State business at a State-sponsored event, or when using State resources;
5. Not discriminate, penalize, or discipline a State employee, solely for acts resulting from being a victim or survivor of domestic violence; and
6. Respect the confidentiality of the reporting employee and/or the victim or survivor by informing others in the employee’s and/or victim’s workplace about facts associated with the domestic violence incident only to the extent necessary to protect safety or comply with the law and/or applicable collective bargaining agreements. Whenever practicable, advance notice will be given to the reporting employee and/or victim if the State agency needs to inform others about the domestic violence situation.

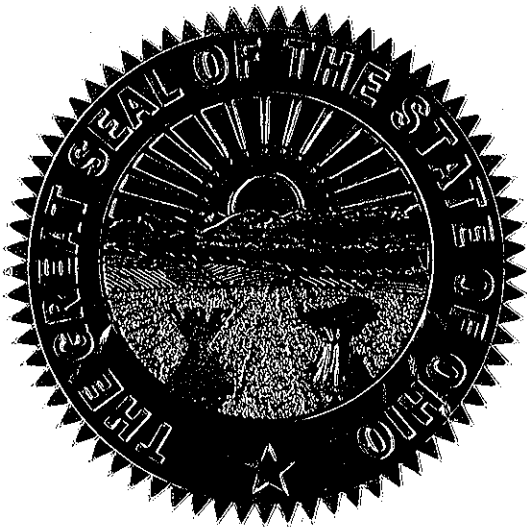
WHEREAS, this policy has proven to be a vital part of creating and fostering efficient governmental practices and ensuring that all State employees receive the support and services that they need.

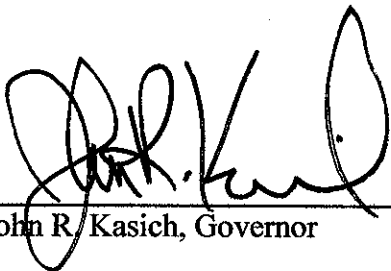
WHEREAS, the continuation of this policy demonstrates the State's commitment to working with all State agencies, boards and commissions to create and to foster safe working environments, while also working with State employees to prevent the abuse, harassment and discrimination that may be the results of domestic violence.

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

1. The Workplace Domestic Violence Policy established and implemented under Executive Order 2008-08S shall remain in effect for all State agencies, boards and commissions.

I signed this Executive Order on January 21, 2011 in Columbus, Ohio and it will expire on my last day as Governor of Ohio unless rescinded before then.





John R. Kasich, Governor

ATTEST:

Jon Husted, Secretary of State