



LARIMER COUNTY WORKS POLICY

Title:	Domestic Violence		
Effective Date:	February 1, 2004	Page: 1 of	4
Desk:	Works and CSE	Revision:	#2 May 2004
Reference:	LCWC P&P 02-114	BCC Approval on:	8/3/2004
Agency Letters:	AFDC 97-12-A, TCW 01-17-I & TCW 04-03-I		
Regulations:	3.602 & 6.230.1		

BACKGROUND:

All applicants for the Colorado Works Program receive an information packet containing the following state-provided brochures:

- *Domestic Violence And Colorado Works: Information That Can Help You Succeed In The Colorado Works Program*
- *If You Are In Immediate Danger*
- *Domestic Violence Service Providers*

These brochures are available in English and Spanish. Translation is available upon request for applicants who cannot read English or Spanish.

Employment coaches (EC) are required to be trained in domestic violence and the development of an Individual Responsibility Contract (IRC) in these circumstances before they can negotiate an IRC with domestic violence reduction and workforce development strategies. Larimer County utilizes the training provided by the State Department of Human Services to meet this criterion.

Welfare reform legislation requires that families be screened for a domestic violence history.

POLICY:

Larimer County recognizes that domestic violence issues may keep a parent from obtaining or maintaining employment. All applicants for cash, medical and food assistance will receive information regarding domestic violence and how to seek help. As a part of the initial eligibility interview process for the Larimer County Works Program, income maintenance technicians shall ask all applicants to self-disclose current, past, or fear of future experience with domestic violence. Those who indicate domestic violence experience are given additional counseling and supportive service referral information to assist them in dealing with the domestic violence issues.

The Larimer County Works Program defines “domestic violence experience” as any past, current, or fear of future circumstances of physical, sexual, or emotional abuse involving spouses, partners, children, parents, or other significant family members.

For participants who have been granted “Good Cause” for not cooperating with Child Support Enforcement (CSE) or who have been granted a state approved waiver from meeting the work requirements, the department makes an effort to ensure that these participants receive the necessary intervention for their domestic violence situation. The Larimer County Works Program has developed the following strategies to meet these needs.

Strategy 1: Participants receiving case management support through Workforce Development

In conjunction with a referral to a mental health worker or domestic violence specialist, a referral to either Crossroads or Alternatives to Violence will also be made, as well as other appropriate services or providers as needed. Attendance and/or participation on the part of the participant with referral agencies does not carry any penalties, such as a sanction or case closure of cash assistance unless attendance/participation was negotiated as part of an Individual Responsibility Contract (IRC).

An employment coach (EC), trained in domestic violence issues, shall determine based on the most recent assessment of the family’s situation, which normal work activities will or will not be included in the development and negotiation of an IRC.

Normal program requirements can be waived if compliance would make it more difficult for the individual (and his or her family) to escape domestic violence or would unfairly penalize those who are, have been, or fear future experience with domestic violence. Normal program requirements are not waived due to domestic violence without meeting this criterion.

Strategy 2: Participants who are granted "good cause" not to cooperate with the CSE program:

These individuals have indicated, through their request for “Good Cause,” that domestic violence is significantly affecting their lives. These individuals will be referred to either Crossroads or Alternatives to Violence to develop a strategy to meet the needs of the participant and his or her family.

All applicants and participants who request “good cause” for not cooperating with the CSE requirements will be interviewed by the Parent Program Case Manager (PPCM). The PPCM will present all requests along with any supporting documentation to the Domestic Violence/Good Cause Committee for approval or denial of the request.

Upon approval of the “good cause” request, participants will be encouraged to follow through with referrals and complete any program(s) developed by the above agencies as a condition of being granted “good cause” from the CSE Program. Non-satisfactory participation with Crossroads or Alternative to Violence may result in a loss of “good cause” status. However, the case will be returned to the Domestic Violence/Good Cause (DVGC) Committee for review.

Strategy 3: Participants who are granted a state waiver from the work requirements:

Individuals who self-report domestic violence as being a barrier to participating in required work activities and who cannot agree on an IRC that has been developed by an employment coach (EC) trained in domestic violence will be informed that they may request a “waiver” from the activities for which they cannot agree.

The employment coach will complete the necessary state required forms, obtain the participant’s signature, and forward the request for a waiver to the Colorado Department of Human Services (CDHS) for approval or denial.

Upon approval by CDHS, the EC will inform the participant of the outcome of his or her request and explain the IRC outlined by CDHS. The participant will be required to meet the activities set forth by CDHS.

Upon denial by CDHS, the EC will inform the participant of the outcome of his or her request and attempt to negotiate an IRC. The participant will be required to meet the activities set forth in the current IRC.

A participant who fails to meet the requirements of an IRC without “good cause,” will be subject to penalties. See the Larimer County Works Program policies titled “Intervention” and “Sanction.”

Training of staff:

It is the policy of Larimer County to utilize training provided by, or through, CDHS as the primary source. Larimer County has developed a secondary source to provide training to staff regarding domestic violence through local domestic violence service providers in case state training is not available. All training will be jointly held with Human Service and Workforce Center staff in order to ensure all staff that assists Colorado Works families have the proper training.

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DEPT. OF HUMAN SERVICES
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STATE OF COLORADO

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January 14, 2002

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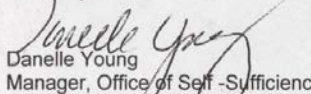
Dear Marsha:

The purpose of this correspondence is to advise you that the Colorado Works Family Violence Option (FVO) training curriculum that the Larimer County Department of Human Services submitted to the Colorado Department of Human Services (CDHS), Office of Self Sufficiency has been **APPROVED**.

Please be advised that any changes in the curriculum approved under this request as well as any changes to the individual or individuals facilitating the training must be submitted to the CDHS Colorado Works programs staff for review within 30 calendar days of the change. For instance, if a new facilitator is hired to train with the approved curriculum, the CDHS Colorado Works Division must receive the attached request for change and the supporting documentation for the change as per agency letter TCW-01-17-I.

We appreciate your time and effort in preparing this comprehensive approved curriculum to assist staff in identifying and serving victims of domestic abuse. Please feel free to contact Melinda Romero (303) 866-5444 or Mary Riotte (303) 866-2641 in the CDHS Colorado Works Division if you have any further questions as your domestic violence training and service programs evolve.

Sincerely,


Danelle Young
Manager, Office of Self-Sufficiency