DSS Learning Labs

Featuring: Missouri Coalition Against Domestic and Sexual Violence
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MOCADSV unites Missourians with a shared value that rape and abuse must end, and advances this through education, alliance, research and public policy.

MOCADSV empowers people to help prevent and end rape and abuse in Missouri.
Uniting Missourians with a Shared Value that Rape and Abuse Must End

The Missouri Coalition Against Domestic and Sexual Violence unites Missourians with a shared value that rape and abuse must end, and advances this through education, alliance, research and public policy.

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MOCADSV Regions
MOCADSV’s Values
Prevention

**INDIVIDUAL:**
Factors in an individual’s biological and personal history that increase the possibility of becoming a victim or perpetrator of violence.

Example: Attitudes or beliefs that support sexual violence, impulsive and anti-social behaviors, history of abuse or witnessing abuse, alcohol or drug abuse.

**RELATIONSHIP:**
Factors within an individual’s closest relationships, such as social peers, intimate partners, and family members that increase their risk.

Example: Association with sexually aggressive peers, emotionally unsupportive, physically violent or strongly patriarchal family environment.

**COMMUNITY:**
Factors on the community level such as relationships with schools, workplaces, and neighborhoods that may increase the individual’s risk.

Example: General tolerance of sexual assault, lack of support from police or judicial systems, poverty, weak community sanctions against perpetrators.

**SOCIETAL:**
Societal or cultural norms that create an environment that accepts or condones violence or inequality.

Example: Inequality due to an individual’s gender, religion, culture, sexual orientation, or race, inequality due to economic and social policies.
UNPAID LEAVE FROM WORK

UNPAID LEAVE FROM WORK

Employers are required to provide unpaid leave for a variety of reasons, including medical leave, family leave, and paid time off. The leave is available to employees who are covered under the Family and Medical Leave Act (FMLA). The leave may be for the following reasons:

- Birth or adoption of a child
- Care of a child
- Care of a parent, spouse, or a person who is related by blood or marriage
- Care of a spouse who is a medical or health care provider
- Care of a relative who is not related by blood or marriage

Employers who provide unpaid leave must keep records of the leave for at least three years. The records must include the employee’s name, the reason for the leave, and the start and end dates.

EMPLOYER REQUIREMENTS

- Employers must provide paid leave for the following reasons:
  - Birth or adoption of a child
  - Care of a child
  - Care of a parent, spouse, or a person who is related by blood or marriage
  - Care of a spouse who is a medical or health care provider
  - Care of a relative who is not related by blood or marriage

- Employers must provide unpaid leave for the following reasons:
  - Care of a parent, spouse, or a person who is related by blood or marriage
  - Care of a spouse who is a medical or health care provider
  - Care of a relative who is not related by blood or marriage

CERTIFICATION FOR UNPAID LEAVE

Certification for unpaid leave is required when the employee is unable to work. The certification must include the following information:

- The reason for the leave
- The duration of the leave
- The date the leave begins
- The date the leave ends

The certification should be signed by a healthcare provider or a trusted individual who can attest to the employee’s inability to work.

For more information, contact the Missouri Coalition Against Domestic and Sexual Violence at 211 East Hanley, Suite A, Jefferson City, MO 65101 or mocads@gmail.com or www.mocads.org or 1-888-546-1920.
How To Get Help

MOCADV serves as a public resource for information on domestic and sexual violence, as well as a link to service providers in the state.

MOCADV is not a 24-hour service provider and does not provide crisis services. For immediate help in Missouri, see the map below for local service providers or call the National Domestic Violence Hotline 1-800-799-7233 or the National Sexual Assault Hotline 1-800-659-4673. For the Deaf Crisis Line videophone call 321-800-3333 or text Hand to 939683.
MOCADSV Membership
Types of Membership

**Organizational**
Non-profit, non-governmental organizations that have a primary purpose of the provision of direct services to victims of domestic violence, sexual violence, dating violence and/or stalking

**Affiliate**
Governmental organizations/public service entities that provide direct services to victims; organizations that seek affiliation and alliance with organizations providing DV/SV services; batterer intervention and sex offender intervention organizations

**Professional**
Allied individuals who work with survivors of domestic violence and sexual assault
MOCADSV Member Benefits

• No-cost access to MOCADSV statewide and online trainings

• Access to MOCADSV’s online knowledge vault of training and educational resources

• Technical assistance (direct problem-solving services about advocacy and administrative issues) provided by MOCADSV staff

• Policy updates on state and federal legislation relating to domestic violence and sexual assault

• Free or reduced pricing on MOCADSV publications and manuals

• Discounts on Conference fees
Questions?

For more information, please visit:
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www.mocadsv.org • 573.634.4161 • 888.666.1911

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