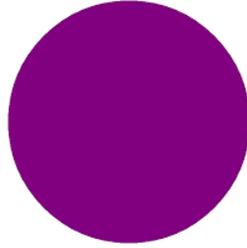


GROUP 2



Domestic Violence

Mary has been a teacher at a suburban elementary school for 20 years.

The school has an intercom and a camera at the front door. During school hours (8:30 a.m.-3:00 p.m.), visitors, including all parents, must be “buzzed in” by the office staff. A visitor rings the bell and identifies him/herself. The office staff is able to see the visitor on a closed circuit TV located in the main office. Once a staff person looks and confirms that he/she knows the visitor, the visitor is buzzed in and then must report to the office to sign in and get a visitor’s badge. If a visitor rings the intercom and the staff person does not recognize him/her, the visitor is then met at the front door by someone from the front office rather than buzzed in. The front door is the only door through which people may enter between 8:30 a.m. and 3:00 p.m. All other doors to the school are locked between these hours. All staff members have badges that unlock the school’s exterior doors at any time.

After school, from 3:00 p.m. onward, the front door of the school is unlocked and the main office staff is usually gone. Plenty of teachers and students remain in the building after 3:00 p.m. - in meetings, at the after-school program or at one of many extra-curricular groups that use school space after hours. All school doors automatically lock again for the night at 9:00 p.m.

Before school begins each day, from 7:00 a.m. to 8:30 a.m., there is a before-school program. Students enter through an unlocked door near the gym to get to the before-school program. At 8:30, that door automatically locks and all traffic must go through the front door.



Mary and Tom have been married for 15 years. Tom knows many of Mary's colleagues at the school. The school principal holds a yearly staff barbecue at her home to mark the end of the school year and Tom usually attends that party with Mary. On many occasions when Mary's car has been in the shop, Tom has driven her to and from school.

Tom has been verbally and, on occasion, physically abusive to Mary for many years. Most of her colleagues know very little about it. In 2010, Mary got a restraining order against Tom. It was in place for a few weeks. But, Tom promised to change and to get counseling, so Mary decided to give him another chance. Things were okay for a while but then deteriorated again. About a year ago, Mary confided in one fellow teacher that her husband has a "temper." Tom lost his job in 2015 and has not worked since. Things at home have been even worse ever since. Last week one evening, Tom became angry after Mary did not prepare dinner quickly enough. He pushed Mary, backed her up against the kitchen wall and grabbed her by the throat. He told her that she "spends too much time at school" and she doesn't pay attention to him anymore. He said "I wonder what I'd have to do to get you to pay attention to me."

Last night, around 10:00 p.m., Tom became angry and began screaming at Mary. She left and drove to her sister's house and spent the night there. Between midnight and 6:00 a.m., Tom texted Mary twenty times asking to talk. The texts became more and more agitated. Mary did not respond to the texts – including the last one at 6:00 a.m. that read "You won't answer me? I'll come find you and make you talk to me."

Mary arrived at school for the day at 7:30 a.m. She saw the colleague that she has confided in in the past and began to cry. She told her that Tom was angry and was texting her "obsessively." She said she was worried because Tom really seemed to be "going off the deep end." Then, she regained her composure and said she was glad to be at school and that she would "worry about Tom later." Mary has a full day of school today and then has several parent teacher conferences scheduled from 3:00 p.m. to 5:00 p.m.



Case Study Questions

1. In what ways might this scenario present risk to the workplace?
2. What immediate steps should be taken?
3. Are the school's existing security equipment and procedures adequate in this situation? Why or why not?
4. What policies and protocol should be available to assist in this type of situation?

