

Executive Order No. 2016-03

WHEREAS, the Domestic Violence Task Force (hereinafter, "Task Force"), re-established by Executive Order 2016-02, has proposed 50 recommendations to comprehensively address the cultural issues surrounding domestic violence in the State of South Carolina, including but not limited to social, economic, and geographic issues as well as professional standards and best practices within government and non-government organizations; and

WHEREAS, it is widely recognized that independence from a batterer may hinge on the survivor's ability to retain employment and earn an income, and yet, those survivors who are employed remain especially vulnerable at the workplace where their locations and movements are known by the batterer; and

WHEREAS, although employers can be sources of support to survivors, providing information about referrals to resources or offering assistance by other appropriate means, most state agencies in South Carolina lack a comprehensive policy addressing domestic violence for state employees; and

WHEREAS, the Task Force has recommended that the culture surrounding domestic violence in South Carolina can be improved, in part, by requiring state agencies to adopt a workplace policy for domestic violence, and my Administration will take such action to ensure that state agencies are supportive of their public servants involved in situations of domestic violence.

NOW, THEREFORE, pursuant to the powers conferred upon me by the Constitution and Statutes of the State of South Carolina, I hereby order state agencies under my authority to adopt a comprehensive human resources policy for domestic violence that provides guidance in the workplace for both management and employees, including procedures for confidentiality, safety and security, performance and leave, and educating employees regarding available services. I further direct the Department of Administration Office of Human Resources to assist state agencies in fulfillment of this order.

The comprehensive domestic violence policies shall be implemented no later than April 1, 2016 in the following state agencies:

- (1) Department of Administration;
- (2) Department of Alcohol and Other Drug Abuse Services;
- (3) Department of Commerce;
- (4) Department of Corrections;
- (5) Department of Employment and Workforce;
- (6) Department of Health and Human Services;
- (7) Department of Insurance;
- (8) Department of Juvenile Justice;
- (9) Department of Labor, Licensing and Regulation;
- (10) Department of Motor Vehicles;
- (11) Department of Parks, Recreation and Tourism;
- (12) Department of Probation, Parole and Pardon Services;
- (13) Department of Public Safety;
- (14) Department of Revenue;
- (15) Department of Social Services;
- (16) Department of Transportation; and
- (17) State Law Enforcement Division.

It is further suggested that other agencies not under the Governor's direct authority adopt comprehensive domestic violence policies as well.

**GIVEN UNDER MY HAND AND THE
GREAT SEAL OF THE STATE OF SOUTH
CAROLINA, THIS 7th DAY OF JANUARY,
2016.**

**NIKKI R. HALEY
Governor**