

Law Enforcement Challenges and Changes in Response to Violence Against Women

Making the Law Keep Its Promise

Lt. Mark Wynn (ret) - Wynn Consulting
www.markwynn.com

Justice and Safety

“I’m more afraid of you than my abuser”

victim of a domestic violence hostage situation

Advocates Should Accept ...

- Officers care about victims
- Most officers make the correct decision
- Victims' stories change
- Domestic violence is confusing and dynamic
- Police officers will become frustrated
- Police officers must remain objective

District Attorneys Should Accept...

- Officers do not have an unlimited amount of time and resources to gather every possible detail or piece of evidence.

District Attorneys Should Accept...

- Officers, victims and advocates will be angry and upset by the following:
 - Dismissing good cases for any reason
 - Allowing too much time to elapse between arrest and charging
 - Not making domestic violence a priority
 - Not believing credible witnesses
 - Identifying victims as “mutual combatants”

Officers Should Accept...

- Victims may not always want to cooperate
- No one wants to be a victim
- Mental abuse often hurts more than physical abuse
- Children suffer
- No one enjoys being abused
- What you tell victims makes a difference

Officers Should Accept...

- Love is complicated
- Abusers are not always violent
- Victim advocates are focused on victim needs
- Prosecutors will not issue charges for every arrest
- Arrest is a deterrent

Interconnected & Co-Occurring



2015 National Domestic Violence Hotline Survey

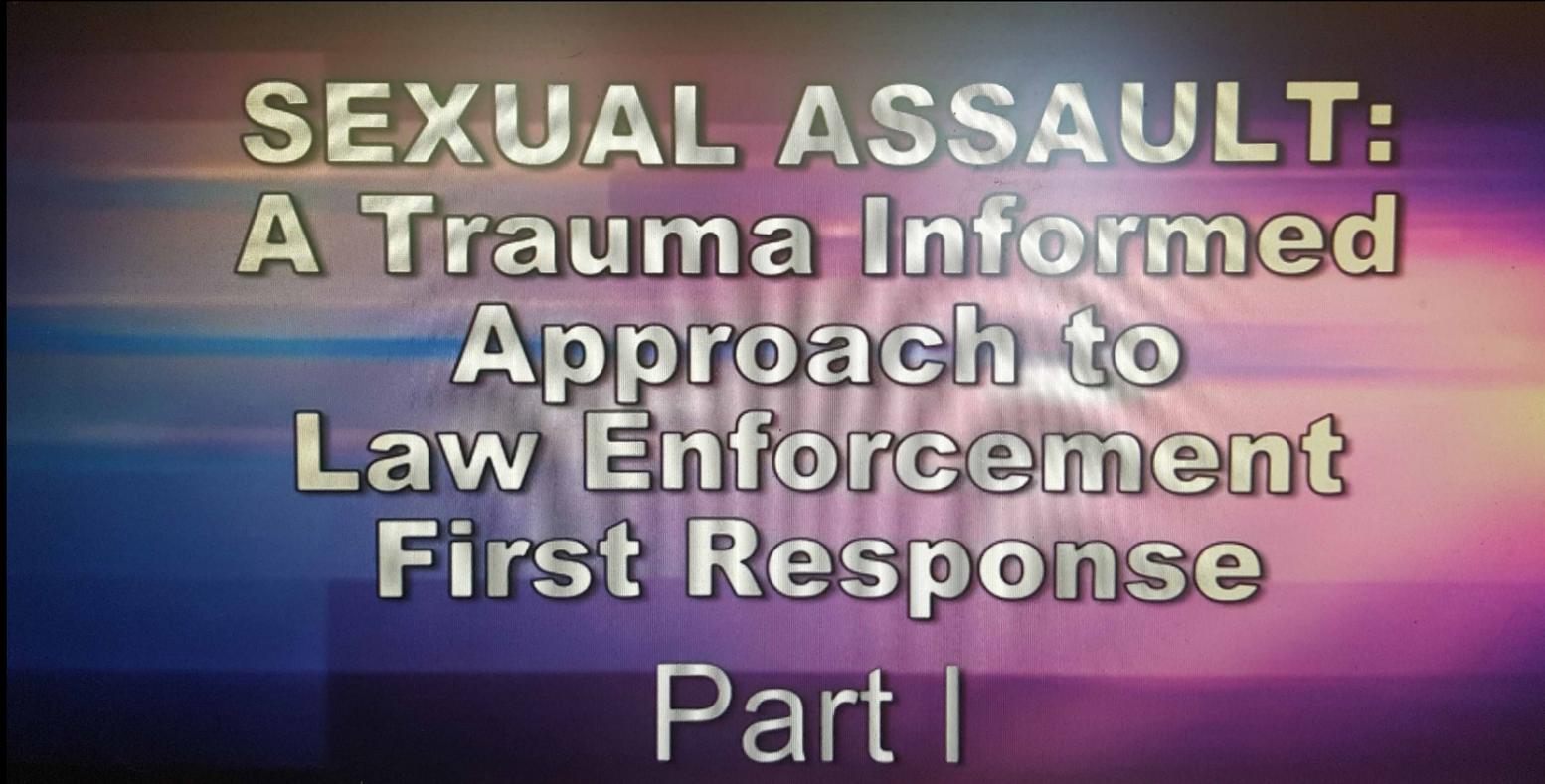
- Survey participants who had never called the police shared very specific concerns regarding their fears and personal barriers to involving law enforcement. In fact, 80 percent stated that they were somewhat or extremely afraid to call the police. Reasons include:
 - 60 percent stated that they did not want to involve the police due to the desire for privacy
 - 44 percent said that they feared retaliation from the abuser or the abuser's friends and family
 - 22 percent said that they wanted to protect their children
 - The survey also found that calling the police did not necessarily allay concerns about the victim's own safety or wellbeing. In fact, when it came to victims who had previously involved the police after a domestic violence incident:
 - 1 in 3 victims felt less safe
 - 1 in 2 victims felt no difference in safety
 - Only 1 in 5 victims felt safer

Realities of VAW Crimes

Common characteristics of violence against women crimes

- Course of conduct vs. incident-based
- Multiple concurrent crimes
- Traumatic impact
- Minimization by victim
- Underreported
- Serial nature of perpetrators

Free Roll Call Training Film



**SEXUAL ASSAULT:
A Trauma Informed
Approach to
Law Enforcement
First Response
Part I**

<https://www.youtube.com/watch?v=gtWD1XJrhNo>

Realities of VAW Crimes

Commonly missed crimes in the context of violence against women

- Stalking
- Intimate partner sexual assault
- Strangulation
- Felony threats
- Weapons violations
- Kidnapping
- Witness Intimidation

www.strangulationtraininginstitute.com

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Providing training and technical assistance to family violence professional throughout the world on Domestic and Sexual Assault Strangulation Crimes.

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Introduction | STRANGULATION—OBJECTIVES

This module will enhance your response to calls involving strangulation by providing methods to:

- Explain the dangers of strangulation
- Recognize the various signs and symptoms of strangulation
- Apply victim interview questions to your investigation of strangulation
- Identify and implement the actions to help a strangulation victim



INTIMATE PARTNER VIOLENCE
A HEALTH-BASED APPROACH

the investigation and prosecution of strangulation cases

CONNIE MITCHELL
DEBORAH ANGELL

STRANGULATION

SIGNS AND SYMPTOMS⁸

CONSEQUENCES⁷

NEUROLOGICAL

- Loss of memory
- Behavioral changes
- Loss of sensation
- Extremity weakness
- Headaches
- Fainting
- Urination
- Defecation
- Vomited
- Dizziness

SCALP

- Petechiae
- Bald spots (from hair being pulled)
- Bump to the head (from blunt force trauma or falling to the ground)

PSYCHOLOGICAL INJURY

PTSD, depression, suicidal ideation, memory problems, nightmares, anxiety, severe stress reaction, amnesia, and psychosis.

EYES & EYELIDS

- Petechiae to eyeball
- Petechiae to eyelid
- Bloody red eyeball(s)
- Vision changes
- Droopy eyelid

EARS

- Ringing in ears
- Petechiae on earlobe(s)
- Bruising behind the ear
- Bleeding in the ear

DELAYED FATALITY

Death can occur days or weeks after the attack due to carotid artery dissection and respiratory complications such as pneumonia, ARDS and the risk of blood clots traveling to the brain (embolization).

FACE

- Petechiae (tiny red spots- slightly red or florid)
- Scratch marks
- Facial drooping
- Swelling

MOUTH

- Bruising
- Swollen tongue
- Swollen lips
- Cuts/abrasions
- Internal Petechiae

CHEST

- Chest pain
- Redness
- Scratch marks
- Bruising
- Abrasions

NECK

- Redness
- Scratch marks
- Finger nail impressions
- Bruising (thumb or fingers)
- Swelling
- Ligature Marks

VOICE & THROAT CHANGES

- Raspy or hoarse voice
- Unable to speak
- Trouble swallowing
- Painful to swallow
- Clearing the throat
- Coughing
- Nausea
- Drooling
- Sore throat

BREATHING CHANGES

- Difficulty breathing
- Respiratory distress
- Unable to breathe

Today,
38 States
have legislation
AGAINST
STRANGULATION⁶

VAWA 2013
added strangulation
and suffocation to
FEDERAL LAW



a program of Alliance for HOPE International
101 W. Broadway, Suite 1770,
San Diego, CA 92101
1-888-511-3522

StrangulationTrainingInstitute.com

- 1 Strack, G.B., McClane, G.E., & Hawley, D. (2001). A review of 300 attempted strangulation cases: Part I: Criminal Legal Issues. *Journal of Emergency Medicine*, 21(3), 303-309.
- 2 Shields et al. (2010). Living victims of strangulation: A 10-year review of cases in a metropolitan community. *American Journal of Forensic Medical Pathology*, 31, 320-325.
- 3 Plattner, T. et al. (2005). Forensic assessment of survived strangulation. 153 *Forensic Science Int'l* 202
- 4 Wilbur, L. et al. (2001). Survey results of women who have been strangulated while in an abusive relationship. 21J. *Emergency Med.* 297.
- 5 Glass et al. (2008). Non-fatal strangulation is an important risk factor for homicide of women. *The Journal of Emergency Medicine*, 35(3), 329-335.
- 6 Mack, M. States with strangulation legislation. A product of the Training Institute on Strangulation Prevention. www.strangulationpreventioninstitute.com
- 7 Funk, M. & Schuppel, J. (2003) Strangulation injuries. *Wisconsin Medical Journal*, 102(3), 41-45.
- 8 Taliaferro, E., Hawley, D., McClane, G.E. & Strack, G. (2009). Strangulation in Intimate Partner Violence. *Intimate Partner Violence: A Health-Based Perspective*. Oxford University Press, Inc.

Rape 1927-2011 - FBI

- The longstanding, narrow definition of forcible rape, first established in 1927, is “the carnal knowledge of a female, forcibly and against her will.” It thus included only forcible male penile penetration of a female vagina and excluded oral and anal penetration; rape of males; penetration of the vagina and anus with an object or body part other than the penis; rape of females by females; and non-forcible rape.

Rape 2013 - FBI

- “The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.”

CDC - Underreported

- Estimates are 1 in 5 women victimized
 - 157,241,700 women in the US (2011 census)
 - 31,448,340 will experience a completed/or attempted rape
 - 6,400,000 women in Illinois
 - 1,280,000 will experience a completed/or attempted rape

Realities of VAW Crimes

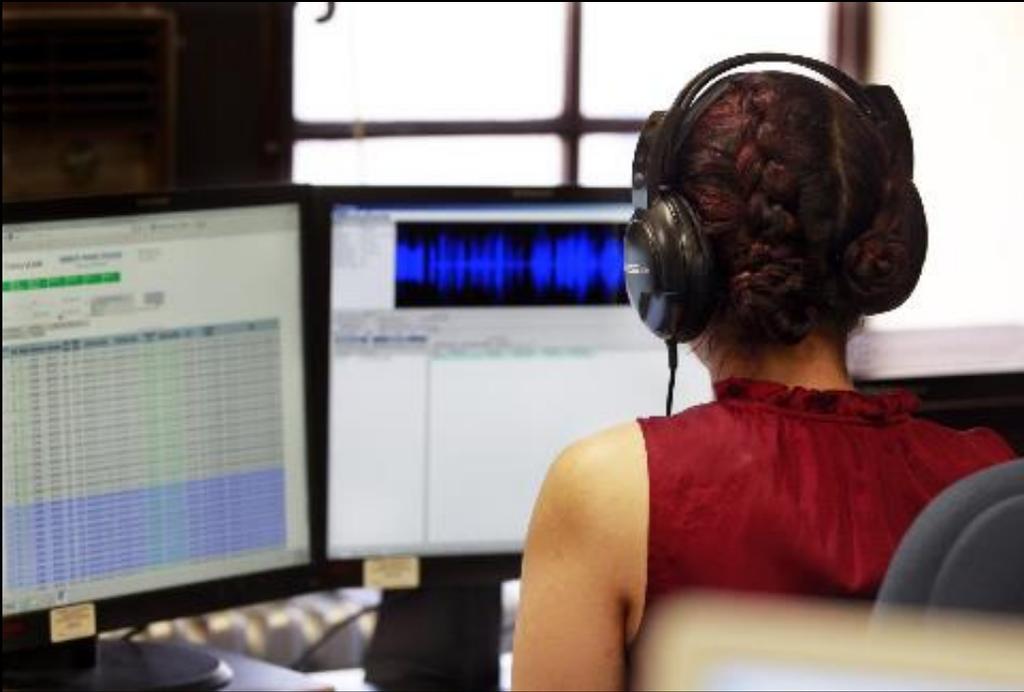
- Nationally prosecutors report that witness intimidation plays a role in 75% to 100% of violent crime committed in gang controlled neighborhoods and is near universal in all cases of domestic violence and other areas of abuse.
- Victim and Witness Intimidation: *New Developments and Emerging Responses*, October 1995 NIJ.

Witness Intimidation & Forfeiture by Wrongdoing

Stop offenders from committing felonies
instead of misdemeanors



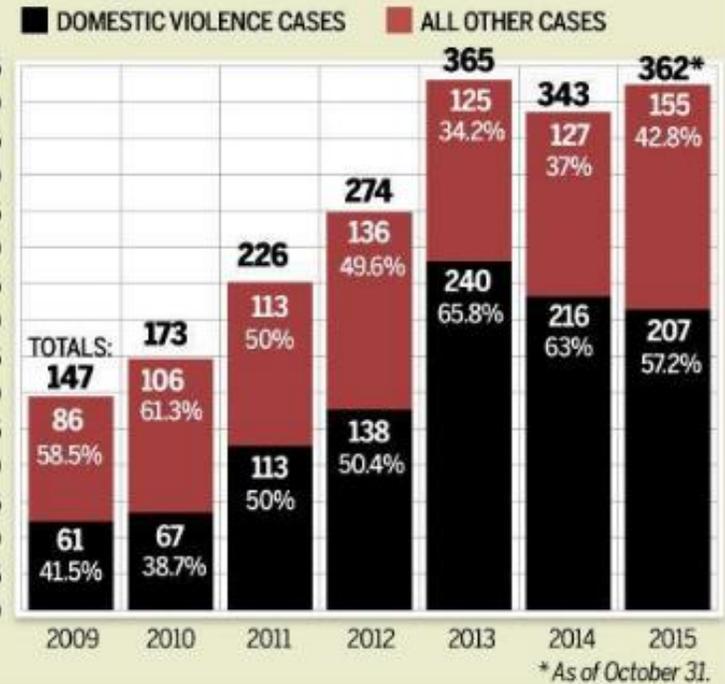
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Suite 310
Washington, DC 20005
www.aequitasresources.org
202-558-0040



Witness protection cases rise

Witness protection cases have surged since Milwaukee County district attorney investigators took over the task six years ago. Intimidation shows up most often in domestic violence cases and drug and gang cases.

Referrals to the Milwaukee County district attorney's Witness Protection Unit



Source: Milwaukee County district attorney's office

Journal Sentinel

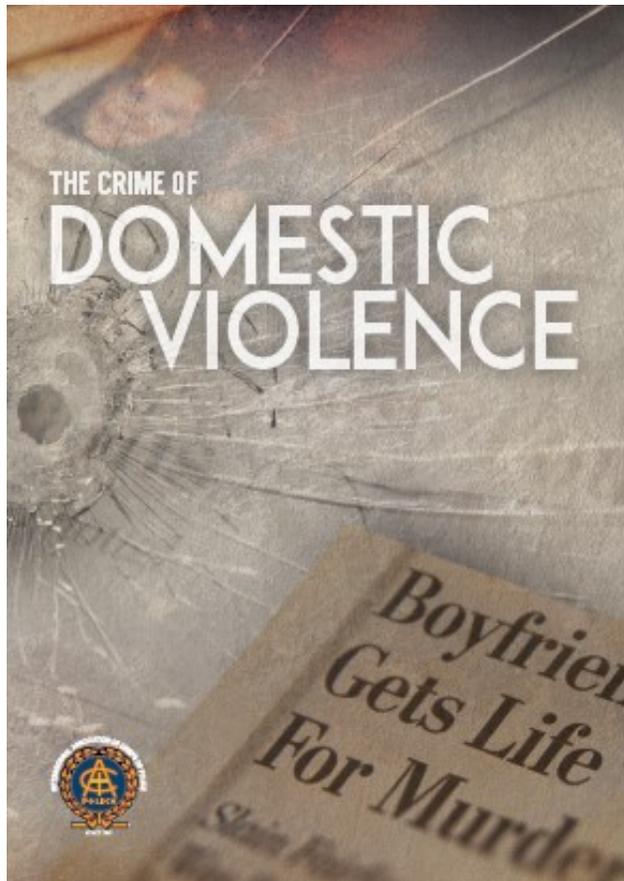
Milwaukee Prosecutor's Domestic Violence Unit

Realities of VAW Crimes

Reasons co-occurring crimes are missed by officers

- Lack of training
- Lack of communication
- Language barriers
- Insufficient supervisor oversight
- Personal beliefs and/or biases
- Minimization

Free Training Film



The Crime of Domestic Violence Training Video

IACP's domestic violence training video "The Crime of Domestic Violence" was developed to present law enforcement and partners with information to strengthen the response to victims of domestic violence. The crime of domestic violence is complex and law enforcement officers often feel frustrated and discouraged when responding. Officers provide as much support to victims as possible, but when equipped with a better understanding of the nuances and dynamics of this intimate partner crime, they can more effectively address victims' needs and hold offenders accountable. This video highlights the realities and complexities of domestic violence and provides strategies for effective investigations.

http://www.theiacp.org/Police-Response-to-Violence-Against-Women#Domestic_Violence

- Ashland, Oregon Police 2010
 - Ashland focused on two areas –identifying the barriers to reporting faced by the victims and improving the agency’s ability to collect and act on information about serial sexual perpetrators within the community
 - They found common areas that prevent victims from reporting
 - Traditional interview techniques failed to take into account trauma on victim’s memory
 - Victims fears they will not be believed
 - Unwillingness to identify an offender who is known to the victim
 - Embarrassment
 - Fear of others find out
 - Virginia Commonwealth University
 - Reno Police Department
 - Southern Oregon University

Free Training

www.evawintl.org/olti

40 hour sex assault
investigations
course online

Realities of VAW Crimes

Impact of missing co-occurring crimes

- Violence escalates/fatality
- Victim and officer safety compromised
- Liability issues
- Loss of community trust
- Recidivism/re-victimization
- Victim hesitation to report further incidents

Realities of VAW Crimes

Victims of VAW:

- Not going to be a “perfect” victim
- Often delay reporting crime
- Experience trauma because of the violence
- Are often threatened, afraid & reluctant
- May feel powerless to stop the violence
- May have vulnerabilities that perpetrator will exploit

Realities of VAW Crimes

Perpetrators of VAW:

- Plan their crimes
- Ensure there are no witnesses
- Are strategic and calculating
- Engage in “testing” to select victims
- Are often repeat offenders with a series of and/or multiple victims
- Escalate violence over time



HOPELINE

from Verizon

STOP DOMESTIC VIOLENCE

✔ DROP OFF A PHONE. ✔ CHANGE THE OUTCOME.



HopeLine from Verizon Statistics (since 2001)

11.4 million+ phones collected nationwide

\$29 million+ cash grants provided to
domestic violence organizations

190,000+ phones donated to domestic
violence victims and survivors

**Call a meeting with victim
service agencies**

“Are your advocates safe?”

Police search for man after wife gunned down

Shooter burst into domestic abuse shelter

by [Jordan Schrader](#), JSCHRADE@CITIZEN-TIMES.COM
published September 20, 2006 12:15 am

SYLVA – Investigators on Tuesday cast a net from Pennsylvania to Tennessee for the Jackson County man who they say burst into a domestic violence shelter carrying a shotgun and killed his wife. John “Woody” Raymond Woodring, already sought by law enforcement on domestic violence charges, shot his estranged wife to death about 9 p.m. Monday, Sylva police Chief Jeff Jamison said.

Police consider Woodring, 35, armed and dangerous. They believe he fled the emergency shelter in a blue Honda Civic stolen from the neighborhood of his Kitchens Branch Road home.

Jamison said authorities have tracked down Woodring’s connections in Western North Carolina, including two ex-wives, and in two other states.

“Somebody’s got to see him somewhere, sometime,” REACH of Jackson County Executive Director Jean Bockstahler said hopefully.

Impressing Bockstahler and other caretakers with her determination not to live in fear, Bonnie Woodring, 48, came to REACH’s shelter in Sylva seeking sanctuary for herself and her 13-year-old son from a previous marriage.

She found a helping hand, but not one that could shield her from her husband’s wrath, police said.

Authorities said her son is safe with family. He was not in the shelter’s kitchen when his mother was gunned down there.



never as to inflict substantial emotional distress, or has committed a sexual offense against me or child. (Give specific dates and describe in detail what happened.)

I have been in a relationship with Woody since the last several months. I have tried to work on getting past the abusive relationship including filing restraining orders before this man has previously been convicted of a crime. I have been told that Woody attempted to harm me, he choked the fence and ripped on my chest. Woody and tried to remove my hair, he removed my work and destroyed my car. Today and know take an when Woody 29/9/06 at the shelter me and my child. He has tried to leave. He wants to stay, build and merge ways to intimidate me and my son. He has also made my son's life difficult. I am in a very bad situation.

5. The defendant has attempted to cause or has intentionally caused bodily injury to the child(ren) living with me or in my custody; has placed my child(ren) in fear of imminent serious bodily injury or in fear of imminent harassment that rises to such a level as to inflict substantial emotional distress; or has committed a sexual offense against the child(ren) in that: (Give specific dates and describe in detail what happened.)

Alberta Police Services and Women's Shelters Working Relationship Guidelines

September 2013

A shared reference that provides information (guidelines/best practices) on the roles and responsibilities of Alberta Police Services and Women's Shelter staff when working with individuals and families requiring the services of a women's emergency shelter.

A joint initiative of Alberta Royal Canadian Mounted Police, Municipal and First Nations Police Services, Alberta Council of Women's Shelters, Alberta Human Services and Alberta Justice and Solicitor General.

Write, implement and evaluate a stand-alone policy for Officer Involved Domestic /Sexual Violence and Sexual Misconduct

Tacoma police chief shoots wife, kills self

The wife of the police chief of Tacoma, Wash., was in critical condition Sunday, a day after being shot by her husband before he killed himself, authorities said. The attempted murder-suicide came a day after abuse allegations in the couple's divorce case were made public. Crystal Brame, 35, had said her husband, David, pointed a gun at her, tried to choke her and said he "could snap my neck if he wanted to."

David Brame, 44, had said his wife had a "ferocious temper" and was emotionally unstable. The shootings took place in the parking lot of a suburban mall. The couple's children, ages 8 and 5, were at the scene.

Leadership - www.theiacp.org



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POLICE RESPONSE TO VIOLENCE AGAINST WOMEN

The IACP's Police Response to Violence Against Women Project, with funding from the Department of Justice's Office on Violence Against Women (OVW), focuses on the development of tools and policies to assist law enforcement in responding effectively to [human trafficking](#), [sexual assault](#), [domestic violence by police officers](#) and [domestic violence](#) and all other crimes against women.

- <http://www.ncvc.org/src/>
- Creating An effective Stalking Protocol
- Help for Victims – Free brochure
- Stalking Laws
- Stalking Court Cases
- Statistics
- Resources
- Publications
- 202-467-8700 – src@ncvc.org

Conduct Agency Self-Assessments

- Firearms and Domestic Violence
- Protective Order Enforcement
- Strangulation Investigations
- Sex Assault Case Management
- Officer Involved Domestic and Sexual Violence
- Stalking Investigations

Start a Risk – Danger Assessment Program

What is risk assessment?

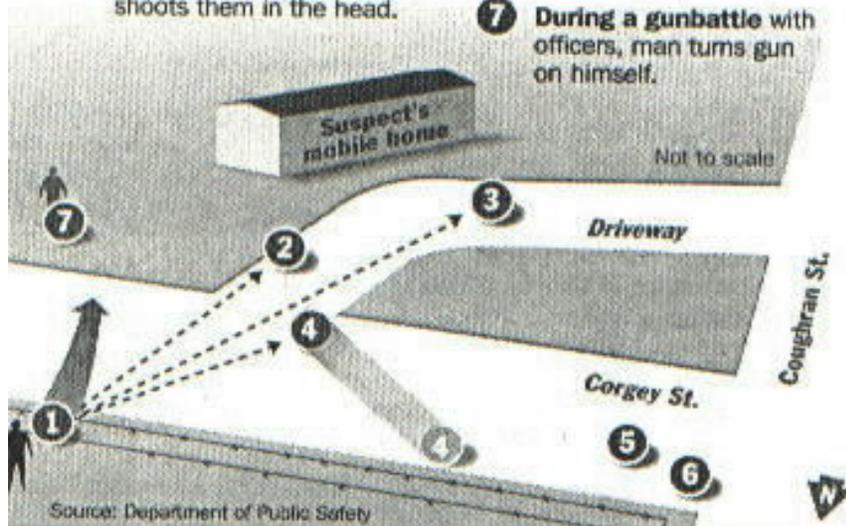
Risk assessment is a procedure whereby we measure some characteristics of a person or situation, and then use that information to predict the likelihood of a future negative event, such as re-assault. Risk assessment tools in the domestic violence field have been developed to assess both an offender's risk of re-offending, and a victim's risk of lethal assault

Shooter lured officers with 911 call

Deadly attack

Three officers were killed and two wounded Tuesday night in a gunbattle with a man near Pleasanton.

- 1 **Man calls police** from mobile home. He then crosses street and hides behind barbed-wire fence and bushes.
- 2 **Thomas Monse** is the first sheriff's deputy on the scene. Monse is shot and killed as he steps out of his car.
- 3 **Sheriff's Deputy Mark Stephenson** arrives and is immediately shot and killed. Man approaches both officers' bodies and shoots them in the head.
- 4 **DPS Trooper Terry Miller** arrives and is shot and killed at the entrance of the driveway while still in his car. The car rolls backward and comes to rest at the curb.
- 5 **Carl Fisher**, a retired INS agent, pulls up to help and is shot and wounded before leaving his car.
- 6 **Luis Tudyk**, a Pleasanton police officer, arrives and is shot and wounded.
- 7 **During a gunbattle** with officers, man turns gun on himself.



The victims



Terry Miller



Mark Stephenson



Thomas Monse

The three law officers killed in the ambush:

■ Texas Department of Public Safety Trooper Terry Wayne Miller, 37, graduated from the DPS Academy in July 1997 and was stationed at the highway patrol office in Freer. He transferred to Pleasanton in September 1998. He was the 74th trooper killed in the line of duty.

Miller was born in Mercedes and graduated from Gregory-Portland High School. He became a police officer in Sinton in 1987 and worked as a San Patricio County sheriff's deputy from 1989 until joining the DPS. Miller is survived by his wife and two daughters, ages 22 months and 13.

■ Atascosa County Sheriff's Deputy Mark Stephenson, 32,

graduated from high school in Okinawa, Japan, and served in the military before becoming a police officer in the Bexar County town of Elmendorf.

Stephenson was a deputy for five years. He is survived by a wife and three children.

■ Atascosa County Sheriff's Deputy Thomas Monse, 31, a graduate of Pleasanton High School, worked for the department for two years.

Monse worked as a Bexar County deputy before working in Atascosa. He is survived by a wife and four children.

Atascosa County Sheriff Tommy Williams said Monse and Stephenson were dedicated lawmen. "Day or night, they were ready to go to work, 24 hours, anytime."

— Associated Press

October 14, 1999 – Pleasanton, Texas

**Evaluate your probable cause for
Dual Arrest – Self-Defense**

Deputies arresting victims

Battered women say they'll never call sheriff's department again

BY LESLIE HENDERSON
of The Journal staff

Battered women who call the Knox County Sheriff's Department for help might be in for a big surprise — they might be arrested themselves.

But if this practice continues, some lawyers and women's advocates warn, the sheriff's office might be in for a big surprise, too — a federal civil rights suit.

"Surely these women's rights are being violated," said Sherry Riley, head of Knoxville's Domestic Violence Task Force.

Riley, also director of the YWCA's Victim Advocacy Program, said she is so concerned about the recent rash of such arrests that

■ Battered women tell their stories, 10A

a federal civil rights suit against the department.

"I think it's terrible," attorney Jerry Becker said. "If (a woman) finally gets the guts to call and she gets arrested, she's certainly not going to do it again."

So far, Riley has talked to seven women who were arrested. In some cases, both the man and the woman were taken to jail. In other cases, only the woman was charged.

Some women were charged even though they had a court order issued to protect them from

Officer who's arrested husbands, wives: 'You'd have to be there'

BY LESLIE HENDERSON
of The Journal staff

Asked about the increasing number of women being arrested in domestic violence cases, Knox County Deputy Jim Pritchard said, "I can understand how some people would be concerned" but "You'd have to be there" to understand why.

Pritchard, involved in two instances in the past few months where both husband and wife were arrested, described domestic violence calls among the most dangerous situations officers face.

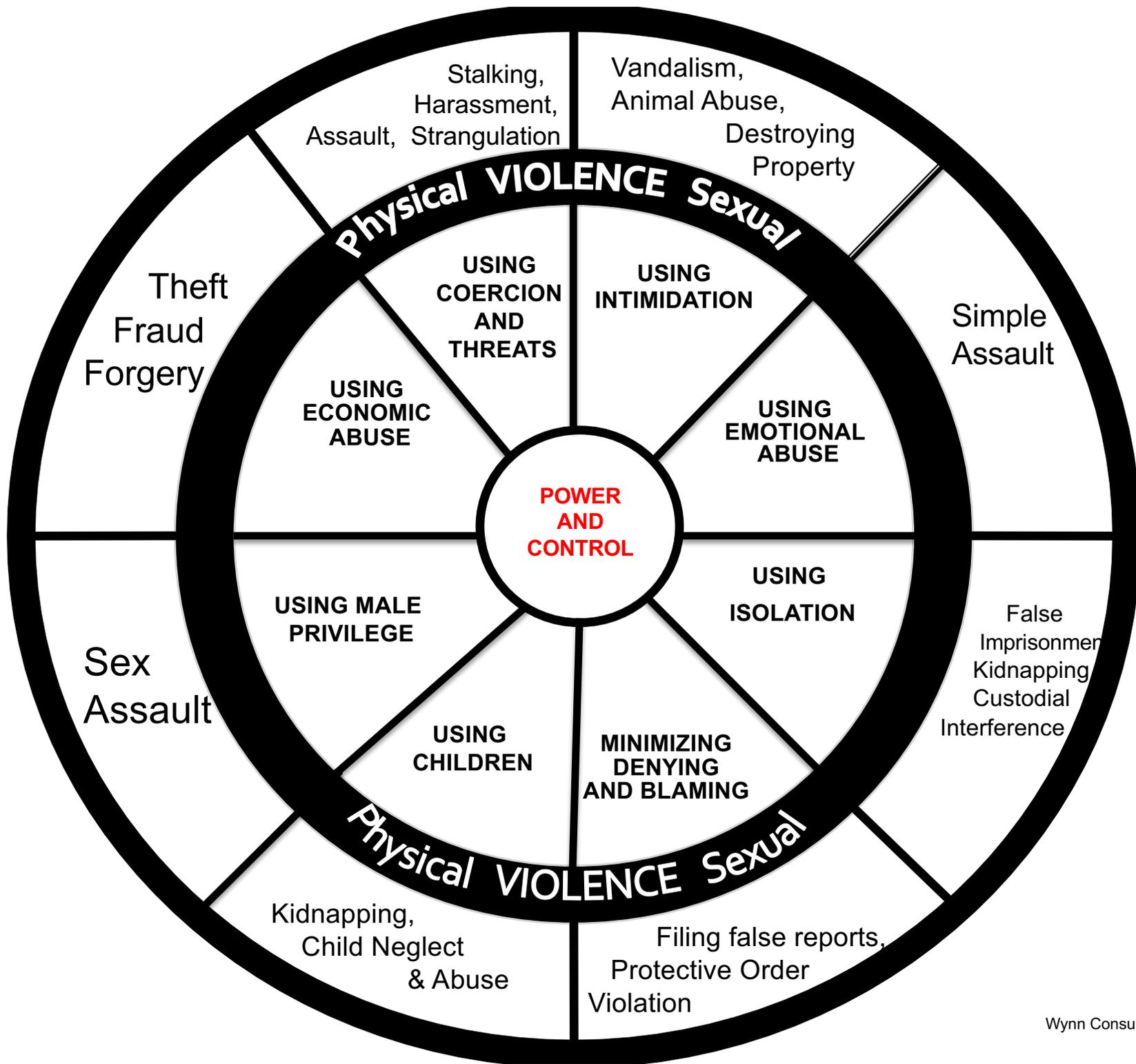
"You are right in the middle of the two of them... They are squared off like gladiators and neither one of them is going to

avoid making arrests in domestic violence cases, but he said, "I'm not here to referee. I'm just here to ensure the safety of both parties."

Chief Deputy Bill Fox said that although he was unaware of any increases in the arrests of women who call 911 in domestic violence situations, "The main priority is to stop the fight and keep it from starting up again... We are peace officers, not judges."

Fox admitted that a woman might be arrested even if she had not committed a crime. "If it would defuse the situation, then yes, absolutely."

Deputy Larry Hunter, also involved in a recent case in which a



“Arrest the Weapon”

Confiscation of firearms

Almost A Third Of Mass Shooting Deaths In 2015 Were Related To Domestic Violence

The untold story of mass shootings in America is one of domestic violence. It is one of men (yes, mostly men) targeting and killing their wives or ex-girlfriends or families. The victims are intimately familiar to the shooters, not random strangers.

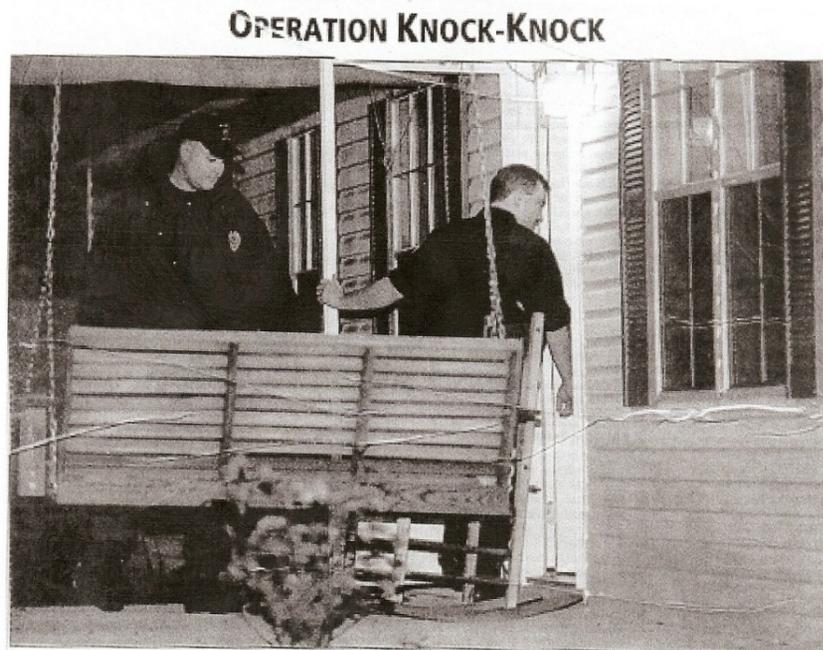
This kind of violence is not indiscriminate — though friends, neighbors and bystanders are often killed alongside the intended targets. ... Experts often call domestic homicides [the most predictable and preventable of all homicides](#), because of the many warning signs.



In February, a gunman killed his wife, two children and a neighbor in rural Washington state before turning the gun on himself, police say.

[Melissa Jeltsen](#) Senior Reporter, The Huffington Post

Strengthen Your Protective Order Enforcement



OPERATION KNOCK-KNOCK

Greg Eard/The Daily Reflector

KEITH LAWRENCE, a Pitt County probation officer, left, and Lt. John Guard with the Pitt County Sheriff's Department's Domestic Violence Unit call on a home in eastern Pitt County on Sunday night.

Officers' visits reassure abuse victims

The effort by the Domestic Violence Unit of the Pitt County Sheriff's Department also targeted abusers who violated court orders to stay away from their victims.

By Greg Rickabaugh
The Daily Reflector

"They labeled it 'Operation Knock-Knock.'"
The Sheriff's Department's highly-acclaimed Domestic Violence Unit went knocking on doors Sunday night to reassure victims of

their presence and check on possible violators of court orders. For the unit, the operation was a first.

"Hopefully, we'll send a message: If we have a domestic violence protective order, you never know where we're going to pop up," Deputy M.J. Staffelbach said as he cruised the roads of eastern Pitt County, making his way to the next stop.

It was a fresh idea for the unit and one that mirrors other bold ideas that has made them a model for the state in their effectiveness of jailing abusers and helping victims.

On Sunday night, that meant that one woman who lives in eastern North Carolina got a friendly visit

from Staffelbach and Deputy Robert Wright. After missing her at home, the pair checked a neighbor's house and found her.

The woman had filed a domestic violence protective order against her ex-husband after he allegedly struck her in the head while she was riding a bike. The ex-wife had to live with ongoing assaults and threats.

"Has he contacted you?" Wright asked the woman.

"He's still in jail," the woman responded, explaining her ex-husband was now being held on charges of failing to pay child support.

After discussing the court cases and reassuring her of their

presence, they left.

Lt. John Guard, who leads the unit, said Operation Knock-Knock would do a lot for visibility. With six deputies canvassing the county and a probation officer who handles domestic violence cases exclusively, the unit had the full impact of its staff.

As the domestic violence team nears the end of their two-year grant that established it in January 1997, the officers are witnessing the fruits of their labor and garnering state and national attention for their efforts. Consider:

The unit was recently selected to

See VICTIMS, B3

Next Day Visit: Knock and Talk

Brooklyn Park, Minnesota
Portland, Maine – EPIC

Parents killed during custody exchange

MIRACLE, Ky. (AP) — Two days after receiving full custody of her 7-year-old daughter and moments before Donna Sue Newcomer would have held the daughter in her arms, the child's father fatally shot her and was then killed by police.

Newcomer, 28, of Warsaw, Ind., and her husband, Edward Ernest Newcomer, were waiting to pick up the child Wednesday at the Creekside Market on Kentucky 987 near the Bell County community of Cubbage with two sheriff's officers, police said.

Newcomer had received court papers Monday granting her full custody of the child, according to a Kosciusko County, Ind., circuit court order.

The girl's father, Larry Johnson, 33, of Cubbage, arrived at the store about 10:30 a.m. CDT with the child. Cubbage is about 30 miles east of Middlesboro near the Kentucky, Virginia and Tennessee state lines.

A Kentucky State Police spokesman, Buddy Simpson, said Johnson fired a shot at Newcomer as she was approaching his pickup truck. After a warning from Bell County deputies not to shoot any more, Johnson fired another shot. The second shot, apparently fired by Johnson, struck and killed Newcomer, Simpson said. Deputies then returned fire, fatally wounding Johnson, Simpson said.

Newcomer and Johnson were pronounced dead at the scene, police said.

"They've had a lot of problems since their divorce," said Edward Earl Newcomer, the grandfa-



Associated Press

From left, Bell County Coroner Bill Bisceglia, Kentucky State Police Detective Mitchell Williams and Sergeant Eric Smith examine a shotgun Larry Johnson allegedly used to kill Donna Sue Newcomer during a custody exchange between the parents of a seven-year-old child in Cubbage, Ky., Thursday.

ther of Edward Ernest Newcomer. "Donna was afraid something like this was going to happen, that's why she called for protection."

Conduct a Community Accountability and Safety Audit

The Saint Paul Blueprint for Safety An Interagency Response to Domestic Violence

Praxis International

Blueprint@praxisinternational.org

179 Robie St. E., Suite 260

St. Paul, Minnesota 55107

Phone 651-699-8000

How is the Climate?

- As the leader, you are ultimately responsible for creating a healthy VAW department climate. This requires that you be actively engaged in shaping and monitoring the internal culture.

How do you Communicate?

- Leaders are addressing past mistakes of their agencies to build credibility and support from community for new priorities
- Leaders are communicating priorities inside and outside their departments and building support to address VAW

What is your Standard?

Today's leaders are designing policies to effectively address VAW crimes. They are comprehensive and have been developed with Community/stakeholder involvement. These new standards are being evaluated for impact and effectiveness.

- > *Community Accountability Safety Audits*
- > *Agency Self-Assessments*

Are you Accountable?

Leaders are changing the climate of the organization by holding their officers accountable for professional and informed response and they are examining the impact of culture on effectively responding to and investigating VAW crimes

Leadership: Men's Resources

- White Ribbon Campaign: <http://www.whiteribbon.ca/> "*I Pledge never to commit, condone, or remain silent about violence against women and girls*"
- www.acalltomen.com (Committed to ending violence against women)
- www.mencanstoprape.org (Creating cultures free from violence)
- www.oneinfourusa.org/themensprogram (Men presenting to men to help end sexual violence)
- Ring the bell - www.bellbajao.org/ *Bell Bajao!* launched in India in 2008, is a cultural and media campaign that calls on men and boys to take a stand against domestic violence.

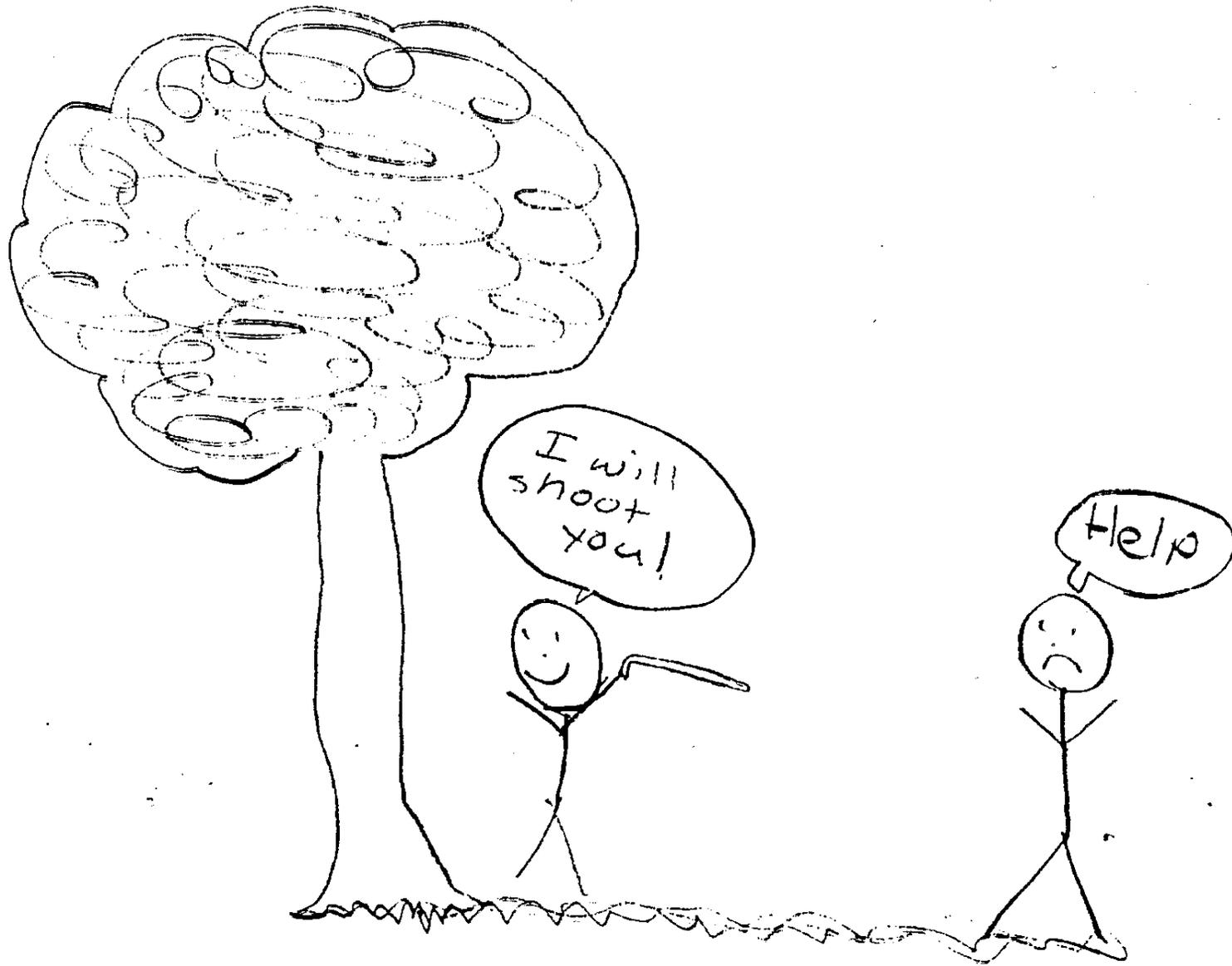
Children's Safety Checklist

- Stay out of the fight
- Avoid getting trapped in a small room or closet or the kitchen
- Find a phone in a safe place
 - Call 911 for help and stay on the phone
- Escape to a safe place
 - find a relative or neighbor and ask for their help
- Above all, remember to tell them "it is not your fault"

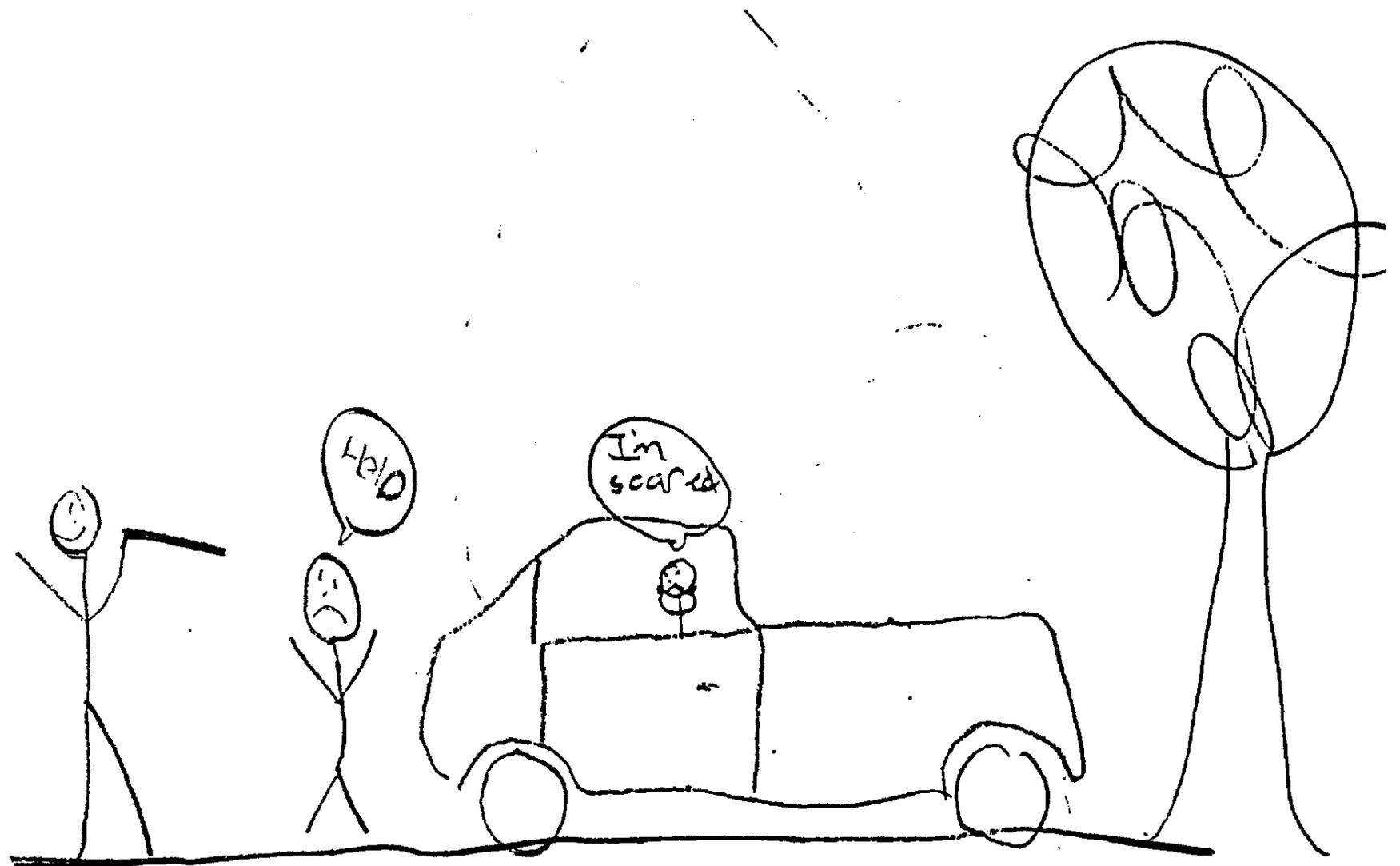
9 year old boy



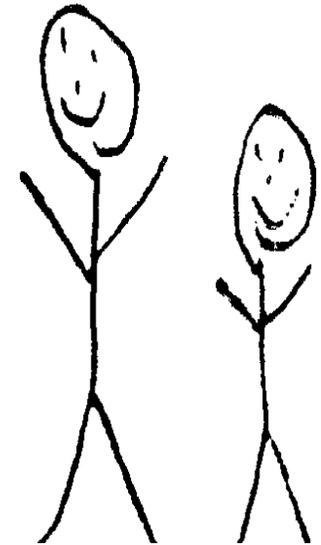
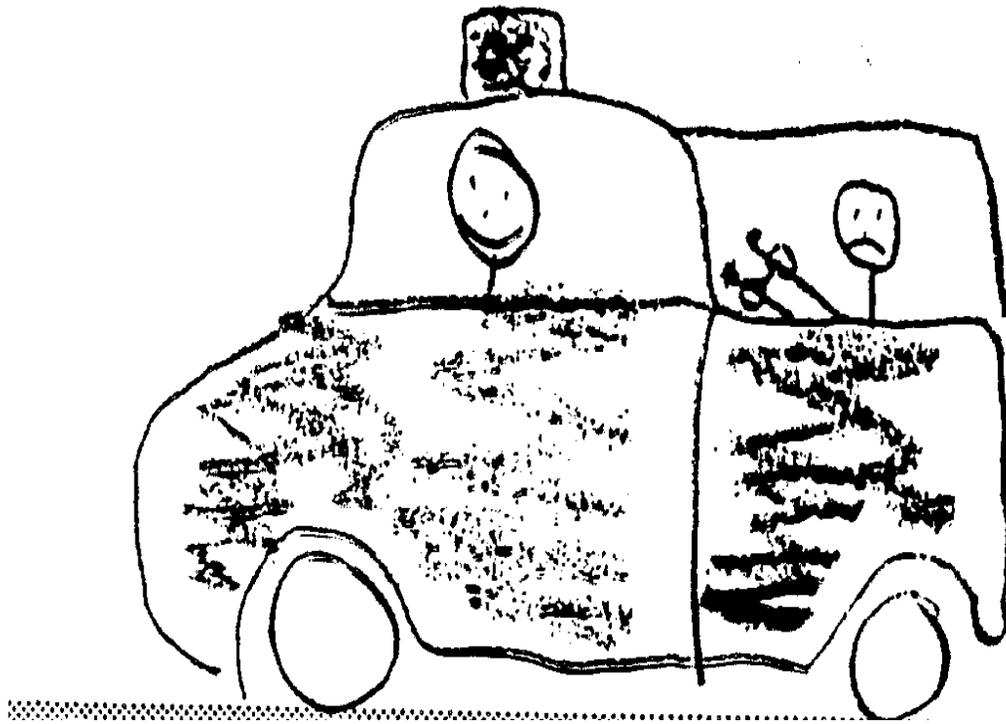
Draw a picture of the people in your family when they are fighting



Draw a picture of the worst fight in your family that you can remember



Draw a picture of you, showing what you did during the fight



Write or draw a picture about
how you would have liked the fight to end