

Guidelines of the North Brunswick Domestic Violence Response Team

The North Brunswick Domestic Violence Response Team is a point of crisis service to victims of domestic violence in North Brunswick and Milltown. Team members represent the team as a whole, the police departments, and townships in which they serve. Respectful behavior is expected at all times. In order to clarify these expectations, the following are guidelines for prospective and current team members.

Prospective team members will need to complete the following:

- Completion of application and background check
- Successful completion of an interview with at least two current team members
- Successful completion of a 40-hour training program
- Complete onboarding package including signed acceptance of confidentiality policy

Candidate Attributes

- Good listening skills with a strong sense of empathy
- The ability to interact with victims in crisis from a variety of backgrounds, experiences, and cultures
- Good communication skills
- No major DV incident within 5 years. Lesser incidents at the discretion of the team
- No DV arrests
- Ability to respond at standard on call hours when scheduled

Team Member Expectations

- Complete minimum 10 supervised hours with experienced DVRT member
- Be on call (within 20-minute response time to North Brunswick and Milltown Police Departments) on scheduled days of the month
- Attend monthly meetings, usually held the first Tuesday of every month
- Attend coalition meetings and continuing education as scheduled
- Participate in outreach and awareness events

On Call Expectations

- Respond to North Brunswick or Milltown Police Department within 20 minutes
- Consume zero alcohol on scheduled on call days
- Consume no marijuana or any other debilitating drug (including sleeping aids)
- Answer calls from headquarters
- Standard on call hours in two blocks, every day. 6am-6pm (Day) & 6pm-6am (Night).
- Inform the team if you are unable to be on call on a day scheduled to arrange alternate coverage
- Communicate any issues with the team liaison

Social Media Policy

- The DV Team respects the right of members to write blogs and use social media. While the Team does not want to discourage team members from self-publishing and self-expression, it has a duty to protect victims from unauthorized disclosure of information and itself from comments that may be detrimental to the public trust in the DV Team or the township.
- Inappropriate postings that may include disclosure of sensitive information, discriminatory remarks, harassment, and threats of violence or similar inappropriate or unlawful conduct will not be tolerated and may subject the member to disciplinary action up to and including termination from the Team. In addition, content deemed to be derogatory, defamatory or detrimental to the township we service will not be tolerated and may subject the member to disciplinary action up to and including termination from the Team.
- Members must not use personal technology and/or social media to share, publish, or transmit information about or images of victims and/or Team members. Do not use commentary deemed to be defamatory, obscene, or slanderous. Exercise caution with regards to exaggeration, colorful language, obscenity, and derogatory remarks or characterizations. Members must weigh whether a particular posting puts their effectiveness as a victim advocate at risk. Post only what you want the world to see. Imagine the next victim, the last suspect, the Team, or township administrators reading what you are posting.

Causes for Dismissal

- Drinking alcohol, smoking/eating marijuana, doing drugs, or being under their influence while on call
- Discussing victims/defendants outside of the team
- Failure to answer the phone when on call more than 3 times
- Arguing or creating hostile or disrespectful situations with police officers, judges, fellow team members, victims or any other person involved with the advocacy process
- Inappropriate behavior while representing the team in any capacity
- Becoming personally involved with a victim including but not limited to giving the victim your personal phone number, providing rides, money, or other material goods not part of an approved team interaction or event
- Failure to comply with any portion of this policy