

Up To Speed Live
Friday 10.16.20

>> HELLO, EVERYONE.

WELCOME TO UP TO SPEED.

I'M KELLY AND I'M SO HONORED TO BE HERE TODAY HOSTING YOU.

THANK YOU ALL FOR BEING HERE.

OCTOBER IS DOMESTIC VIOLENCE AWARENESS MONTH AND VERIZON HAS LONG BEEN ADVOCATES OF DOMESTIC VIOLENCE PROVIDING SUPPORT AND SOLUTIONS TO VICTIMS AND ORGANIZATIONS WHO ADVOCATE FOR VICTIMS.

THE STATISTICS ARE STAGGERING.

ONE IN THREE TEENS, ONE IN FOUR WOMEN, AND ONE IN SEVEN MEN WILL BE IMPACTED BY DOMESTIC VIOLENCE AT SOME POINT IN THEIR LIFETIME TODAY YOU WILL HEAR FROM OUR PRESIDENT AND CEO OF JBWS, AND OUR OWN HEAD OF SECURITY, MIKE MASON.

BEFORE WE DO THAT, WE HAVE SOME STORIES WE'D LIKE TO SHARE WITH YOU.

YOU MAY KNOW SOMEONE THAT'S A VICTIM OF DOMESTIC VIOLENCE AND IN SOME CASES IT MIGHT EVEN BE A VERIZON COLLEAGUE.

I WOULD LIKE TO SAY THAT WE KNOW THIS EPISODE IS EMOTIONAL AND CAN BE HEAVY AND THAT THERE ARE RESOURCES AVAILABLE IF YOU OR SOMEONE YOU KNOW IS IN THIS SITUATION.

LET'S TAKE A LOOK.

>> MAKE SURE TO PRACTICE SELF-CARE BEFORE AND DURING THE FOLLOWING CONTENT AND PREPARE FOR POSSIBLE TRIGGERS THAT MAY BE EMOTIONALLY CHALLENGING.

IT MAY HELP TO SPEAK WITH SOMEONE ABOUT HOW YOU'RE FEELING.

CALL EAP AT 888-441-8674, OR TEXT HOME TO 741-741 TO CAN HE BEING WITH A CRISIS COUNSELOR WHO CAN HELP MOVE YOU FROM AN OVERWHELMING MOMENT TO A CALM PLACE.

>> HI, EVERYBODY.

MY NAME IS KATHERINE.

YOU MAY REMEMBER ME FROM A COUPLE YEARS AGO WHEN I HAD THE PRIVILEGE TO STAND ALONGSIDE KENDRA AND JACKIE AND THE #20PERMINUTEDOCUMENTARY.

WE GOT A CHANCE TO SHARE OUR STORIES SURVIVING DOMESTIC VIOLENCE AND THRIVING IN OUR LIVES SINCE.

TODAY I'M REALLY EXCITED TO BE JOINED BY THREE OTHER V TEAMERS, WHO HAVE AGREED TO SHARE SOME OF THEIR EXPERIENCE.

ULTIMATELY, THEIR HOPE IS TO MAKE A DIFFERENCE IN SOMEBODY ELSE'S LIFE.

BECKY, ALIM, IT IS NOT EASY TO SHARE DETAILS SO PERSONAL KNOW I HAVE A DEEP ADMIRATION AND APPRECIATION FOR EACH OF YOU.

FIRST QUESTION I HAVE IS, HOW HAVE YOU BEEN IMPACTED BY DOMESTIC VIOLENCE?

>> MY EXPERIENCE TO DOMESTIC VIOLENCE STARTED EARLY IN MY CHILDHOOD YEARS.

MY MOM WAS ACTUALLY ON THE RECEIVING END OF DOMESTIC VIOLENCE.

IF YOU KNEW MY MOM, SHE IS, LIKE, THE STRONG, STRONG PERSON.

YOU WOULD NEVER THINK WE'D BE IN THAT SITUATION.

UNFORTUNATELY WE WAS.

YOU WOULD HAVE THOUGHT THAT WAS ENOUGH FOR ME TO LEARN AS A CHILD.

WHEN YOU SEE THINGS LIKE THAT, AND ALL AROUND YOU AND YOU HAVE EXPERIENCED IT, YOU WOULD LEARN FROM IT.

BUT UNFORTUNATELY IT ALSO HAPPENED TO MYSELF.

IT STARTED OFF WITH THINKING THAT SOMEONE WAS THERE FOR ME.

HE DIDN'T WANT ME TO GO TO WORK AND KEPT ME IN THE HOUSE FOR THREE DAYS.

HE DIDN'T ALLOW ME TO CALL WORK, BUT I HAD SOME AWESOME PEOPLE WHO KNEW SOMETHING WAS WRONG AND WHEN THEY CALLED TO CHECK ON ME THEY COULD HEAR HIM IN THE BACKGROUND AND THEY ARE THE ONE WHO IS CALLED THE COPS TO COME TO MY APARTMENT.

HE KNEW THE COPS WAS COMING SO HE LEFT BEFORE THE COPS CAME.

I HAD TO GO TO THE POLICE STATION AND DID ALL THAT AND I DIDN'T STAY THERE THAT NIGHT, SO WHEN I RETURNED THE NEXT DAY AND I LIVED IN THE BASEMENTMENT APARTMENT AREA SO I HAD, LIKE, THE HUGE WINDOW.

HE KICKED THE ENTIRE WINDOW IN.

HE STOLE MY PROPERTY, TV, RADIO.

HE JUST TOOK EVERYTHING THAT HE COULD TAKE.

AND IT WAS NEVER AN OPPORTUNITY FOR HIM TO PUT HIS HANDS ON ME AGAIN.

>> THANK YOU.

LET'S PIVOT NOW.

ALIM, AND GET YOUR PERSPECTIVE, BECAUSE IT IS A LITTLE DIFFERENT, IS MY UNDERSTANDING, RIGHT?

>> SO FOR ME, MY SISTER WAS IN AN ABUSIVE RELATIONSHIP FOR THREE YEARS.

PRIOR TO THAT SHE WAS IN A PHYSICALLY ABUSIVE RELATIONSHIP AS WELL.

NOW, GROWING UP MY OLDER SISTER, SHE WAS ALWAYS OUR WARRIOR, OUR PROTECTOR.

I WAS MADE AWARE OF WHAT WAS HAPPENING WITH MY SISTER, WAS DURING THE HOLIDAY GET TOGETHER, JULY 4 A COUPLE YEARS AGO, AND MY SISTER AND HER BOYFRIEND CAME OVER, AS WELL AS FRIENDS AND FAMILY.

AS I WAS OUTSIDE UNBEKNOWNST TO ME THERE WAS SOMETHING HAPPENING INSIDE THE HOUSE THAT I WASN'T MADE AWARE OF.

I FOUND OUT MY SISTER'S BOYFRIEND WAS INTOXICATED AND WAS JUST VERBALLY ABUSIVE, MAKING DISRESPECTFUL COMMENTS ABOUT MY SISTER, HER PHYSICAL APPEARANCE, HER ATTITUDE.

I WAS EMOTIONAL.

I WAS FRUSTRATED.

I WAS ANGRY THE MOST.

AND ULTIMATELY MY INITIAL REACTION TO THAT SITUATION REALLY JUST FURTHER PUSHED MY SISTER AWAY, SO IT DID CONTINUE FOR ABOUT ANOTHER YEAR OR SO. ULTIMATELY, MY SISTER GOT TO A BREAKING POINT WHEN SHE WAS AT HER BEST FRIEND'S WEDDING.

SHE WAS PUBLICLY HUMILIATED BY HIM AT THE WEDDING, WHICH IS WHEN SHE BECAME READY TO TAKE THE NEXT STEPS.

WHEN SHE WAS READY, MY FAMILY AND I WERE THERE READY TO SUPPORT HER THROUGH THE PROCESS OF GETTING OUT OF THE BAD SITUATION, CONNECTING HER WITH THERAPY AND HELPING HER OUT WITH RELOCATION.

I WAS ABLE TO REACH OUT TO DOMESTIC VIOLENCE SURVIVORS AND LEARN MORE ABOUT THE COURSE THEY TOOK, HOW DID THEY GET OUT OF SITUATIONS THEY WERE IN, HOW DID THEIR FAMILY HELP SUPPORT THEM.

I REALIZED THE ACTIONS I WAS TAKING IN THE PAST WEREN'T THE BEST COURSE OF ACTION BECAUSE IT CONTINUED TO DRIVE HER AWAY, ISOLATED HER EVEN MORE.

LEARNING TO LISTEN TO UNDERSTAND, RATHER THAN LISTEN TO RESPOND WITH HER, AND THAT ULTIMATELY ALLOWED ME TO REALIZE THAT THIS IS HER JOURNEY, NOT MY JOURNEY.

SO I CAN'T JUDGE HER FOR THE ACTIONS THAT SHE DID OR DID NOT TAKE TO GET HERSELF OUT OF THE SITUATION.

I CAN'T IMMEDIATELY FIX IT AS MUCH AS I WANT TO.

AND BEING THERE AS AN EMOTIONAL SUPPORT LINE FOR HER RATHER THAN A SHINING KNIGHT OR KNIGHT OF ARMOR.

I CONTINUED TO GO THROUGH A PROCESS OF FEELING HELPLESS, WHERE -- YOU KNOW, SHE'S ALWAYS BEEN THERE AND HELPED ME THROUGHOUT MY LIFE, AND THEN DURING HER TIMES, I WASN'T ABLE TO IMMEDIATELY STEP IN.

>> JUST KNOW THAT BY COMING ON THIS PLATFORM, SHARING YOUR EXPERIENCE, TALKING ABOUT IT REGULARLY LIKE YOU DO, I MEAN, YOU'RE FAR FROM HELPLESS.

AND I KNOW YOU'RE HELPING YOUR SISTER AND I KNOW YOU'RE HELPING A LOT OF OTHER PEOPLE, TOO.

AGAIN, JUST THANK YOU FOR DOING THIS.

NOW BE'D LIKE TO HEAR FROM BECKY.

BECKY, TELL US ABOUT YOUR EXPERIENCE WITH DOMESTIC VIOLENCE.

>> MY EXPERIENCE WITH DOMESTIC VIOLENCE IS MORE OF A PERSONAL LEVEL. I WAS A VICTIM OF AN ABUSER.

MY BOYFRIEND.

NOTHING WRONG WAS THERE UNTIL A FEW MONTHS DOWN THE LINE, AND THEN JUST LITTLE COMMENTS STARTED GOING UP.

MORE PSYCHOLOGICAL ABUSE OF, YOU'RE WITH ME, YOU'RE STAYING WITH ME. RELATIONSHIP LASTED EIGHT MONTHS.

TOWARDS THE END OF THE LAST FEW MONTHS WE WERE TOGETHER MORE AND MORE AND WHERE I COULDN'T DRIVE MY VEHICLE.

HE TOOK THAT FREEDOM AWAY FROM ME, FROM HAVING THE ABILITY TO CHOOSE WHEN TO EAT, GO TO THE GYM, WHEN TO WORKOUT.

ANY EXTRACURRICULAR ACTIVITIES I COULDN'T DO WITHOUT HIS PERMISSION. WHEN HE MOVED IN IT GOT A LOT WORSE.

I WENT TO THE GYM AND I WISH I HADN'T BECAUSE THAT DAY I CAME HOME TO FIND MY CHIN STUCK TO THE FRONT DASH OF MY CAR -- HIS CAR.

3-DEGREE BURN ON MY CHIN.

HORRIBLE THINGS AFTER THAT.

TIE MY ARMS BEHIND MY BACK UNTIL THEY WERE PURPLE.

COULDN'T FEEL MY WRISTS ANYMORE.

THE PUNCHING AND HITTING GOT WORSE.

I STARTED CALLING OUT OF WORK MORE BECAUSE I WAS ASHAMED.

I HAD TO HIDE THE BLACK EYES AND CHUNKS OF HAIR MISSING OUT OF MY HEAD, HOW TO HIDE THE CHOKE MARKS AROUND MY HEAD AND THE BURN MARKS AND I HAD TO HIDE IT.

OEFRN SAW IT.

ONE WEEKEND IT WAS REALLY BAD.

I WENT TO WORK WITH TWO BLACK EYES, KNOT ON MY HEAD AND THE NIGHT BEFORE I DIDN'T SLEEP BECAUSE HE WOULDN'T LET ME SLEEP.

THAT NIGHT I LOST -- I RAN AWAY AND GOT INTO A HOTEL, TOOK MY CAR AND GOT INTO A HOTEL BECAUSE I DIDN'T THINK I WAS GOING TO LIVE.

I WENT TO WORK THAT MORNING BECAUSE I NEEDED NORMALCY.

I'M LIKE, I NEED TO GO TO WORK.

I WENT TO WORK.

AND HE WAS THERE AT MY JOB, WAITING IFME AND HE GRABBED ME TO THROW ME IN MY CAR AND SCREAMING, YELLING, PUNCHING AND I GET OUT OF THE CAR TO WALK INTO WORK AND MANY COWORKER SAID, WHAT IS GOING ON?

NOTHING.

NO.

SOMETHING IS GOING ON, YOU TELL ME RIGHT NOW.

AND JUST THAT MOMENT HIM TELLING ME -- I OPENED MY EYES.

I'M LIKE, HOLY CRAP.

I COULD BE DEAD ANY MINUTE RIGHT NOW.

THIS GUY IS JUST PSYCHOTIC PERSON BECAUSE, AND HE OPENED UP MY EYES AND

SAID YOU'RE GOING TO THE POLICE STATION RIGHT NOW.

ALL RIGHT, I LEFT WORK.

I WAS TOO SCARED TO GO TO THE POLICE STATION BECAUSE I'M LIKE, WHAT HAPPENS IF HE TURNS THE STORY ON ME AND I DID SOMETHING WRONG AND I DON'T WANT TO BE IN TROUBLE.

I WENT BACK HOME, HE HAD A PIT BULL THERE.

HE TIED ME DOWNSTAIRS WITH PIT BULL AND HAD THE PIT BULL ATTACK ME AND HURT ME AND HE TOOK MY PHONE AND TO THIS DAY I JUST HID IN THE CLOSET AND CALLED 911 ON MY APPLE WATCH.

MY APPLE WATCH.

HE DIDN'T THINK OF TAKING MY APPLE WATCH AWAY.

I CALL THAT MY DAY OF FREEDOM.

MARCH 3, THE THIRDS OF EVERY MONTH, I CELEBRATE BECAUSE I GOT MY LIFE BACK.

I GOT MY FREEDOM BACK AND MY LIFE BACK.

I'M SO GLAD I DID BECAUSE I'M STRONG, I'M SMART AND I'M BEAUTIFUL AND I JUST KEEP SAYING THOSE THREE THINGS TO MYSELF AND IT BRINGS ME BACK TO FOCUS OF WHERE I AM TODAY.

I'M NOT AT FAULT.

I SURVIVED.

IT'S -- THE ONE THING I GOT OUT OF IT IS I DIDN'T DO THIS TO MYSELF, IT HAPPENED TO ME.

I'M THE VICTIM.

>> THANK YOU FOR SAYING THAT BECAUSE IT IS ABSOLUTELY NOT YOUR FAULT.

IT IS TRULY A STIGMA THAT CONTINUES TO BE PREVALENT AND WRONG.

THANK YOU.

THANK YOU SO MUCH FOR PUTTING THAT OUT THERE.

THANK YOU TO ALL OF YOU.

WE REALLY APPRECIATE EVERYTHING YOU SHARED TODAY.

YOU GUYS ARE INCREDIBLE AND STRONG.

THANK YOU.

THANK YOU TO ALL OUR V TEAMERS WHO SHARED THEIR STORIES TODAY.

YOUR BRAVERY IS TRULY AN INSPIRATION.

YOU CAN SEE THAT VIDEO IN ITS ENTIRETY LATER ON VV WEB.

DIE AN, I'D LIKE TO GET YOUR REACTION TO THE VIDEO WE JUST SHARED.

>> IT IS MY PLEASURE TO BE HERE.

THANKS TO VERIZON FOR HAVING ME.

REALLY THE DEFINITION OF DOMESTIC VIOLENCE IS THAT IT IS A PATTERN OF ABUSIVE BEHAVIOR IN A RELATIONSHIP AND ITS SOLE PURPOSE IS EITHER TO GAIN OR MAINTAIN CONTROL OVER SOMEONE ELSE.

REALLY, IT CONTAINS THINGS THAT MANY PEOPLE HAVE HEARD OF.

PHYSICAL ABUSE, WHERE THERE'S HITTING OR KICKING, AND STRANGULATION, WHICH IS A SIGNIFICANT CONCERN BECAUSE IT IS TEN TIMES MORE LIKELY FOR A VICTIM OF STRANGULATION TO BE KILLED BY THEIR PARTNER.

THERE IS THINGS LIKE ECONOMIC ABUSE, WHERE THE PERPETRATOR REALLY HAS CONTROL OVER ALL OF THE RESOURCES AND LIMITS THE VICTIM'S ACCESS TO THEM.

TO THINGS LIKE THREATENING OR STALKING.

STALKING MAY BE THINGS LIKE EXCESSIVELY CALLING, TEXTING, FOLLOWING, SHOWING UP AT YOUR JOB, WHICH WE HEARD ON SOME OF THOSE VIDEOS.

AND IN ADDITION TO THAT, THERE IS CYBER STALKING.

IT'S GREAT THAT WE HAVE THIS TECHNOLOGY AND THE ABILITY TO DO THINGS FASTER AND BE CONNECTED TO PEOPLE, BUT IT IS ALSO JUST ANOTHER WAY THAT ABUSERS HAVE TO GAIN CONTROL AND ABUSE THEIR VICTIMS.

>> THANK YOU SO MUCH DIANE.

>> SURE.

>> THERE'S BEEN A LOT OF CONVERSATION AROUND THE COVID-19 PANDEMIC AND PEOPLE BEING AT HOME WITH THEIR ABUSERS IN MANY CASES, AND SO WHAT CAN YOU TALK ABOUT IN TERMS OF SCIENCE THAT WE WOULD RECOGNIZE IF WE HAVE FRIENDS OR COLLEAGUES THAT ARE POTENTIALLY IN THIS DANGEROUS SITUATION? WHAT SHOULD WE BE LOOKING FOR?

>> YEAH, SO DOMESTIC VIOLENCE DOESN'T TYPICALLY JUST STAY HOME. SO IT WILL FOLLOW SOMEONE TO WORK.

SOME OF THE SIGNS YOU HAVE ALREADY HEARD PEOPLE TALK ABOUT IN THE VIDEO AND IT WAS SOMEONE THAT HELPED HER SEEK HELP BECAUSE HE SAW SOME OF THE SIGNS.

EXCESSIVE LATENESS, SHOWING UP TO WORK BEING DISHEVELLED, A CHANGE IN APPEARANCE.

ALL THOSE THINGS ARE REALLY CONCERNING.

SOME OF THE OTHER THINGS THAT COVID-19 BROUGHT ON IF YOU THINK ABOUT HOW ISOLATING IT WAS FOR THE GENERAL PUBLIC AND THE GOVERNOR SAYS, STAY HOME, STAY SAFE, THAT WASN'T THE SITUATION FOR VICTIMS OF DOMESTIC VIOLENCE BECAUSE THEY WERE LITERALLY TRAPPED AT HOME WITH THEIR ABUSERS. SOME OF THE WAYS I ALREADY TALKED ABOUT, WHAT METHODS OF ABUSE ARE WHEN WE ARE TALKING ABOUT PHYSICAL, INTIMIDATING THREATS.

THEY WERE REALLY SIMILAR DURING COVID-19, BUT WHAT HAPPENED IS THAT THERE WAS THIS RATIONALE NOW FOR WHY ABUSE WAS BEING USED.

SO THAT THERE WAS SOME EXCESSIVENESS IN SAYING, MAKE SURE YOU CLEAN YOUR HANDS OR MAKE SURE YOU CHANGE YOUR CLOTHES, TO INCITING MORE FEAR AND ANXIETY AROUND CATCHING OR SPREADING COVID-19 TO THEIR CHILDREN, TO MANY THINGS THAT WE SAW WERE THINGS LIKE NOT RELEASING CHILDREN DURING VISITATION OR CUSTODY, SAYING THAT THAT VICTIM WOULD POSE A RISK TO THE CHILDREN.

SO SO MANY OF THE WAYS THAT ABUSERS WOULD ABUSE VICTIMS WERE THE SAME. THEY JUST ALMOST HAD THIS STAMP OF A RATIONALE BEHIND IT THAT COVID-19 GAVE BECAUSE ACROSS THE STATE AND REALLY ACROSS THE NATION, THE CALLS TO HELPLINES DROPPED SIGNIFICANTLY.

ALMOST DISAPPEARED.

AND WE WERE SO FRIGHTENED BECAUSE OF THAT, AND WE KNEW DOMESTIC VIOLENCE DIDN'T GO AWAY.

IT JUST WENT A LITTLE FURTHER UNDERGROUND BECAUSE THEY WERE CONSISTENTLY MONITORED AND SUPERVISED, WHICH IS ANOTHER THING THAT HAPPENED DURING COVID-19 BECAUSE THEY WERE UNDER CONSTANT SUPERVISION, WHERE PRIOR TO THAT THEY WOULD HAVE HAD THE ABILITY TO EITHER GO TO WORK OR REACH OUT TO SOME OF THEIR FRIENDS, NEIGHBORS, GO TO A COUNSELING APPOINTMENT WHERE THEY WERE LITERALLY TRAPPED AT HOME.

>> WHEN YOU SEE SOME OF THOSE SIGNS, WHAT ARE SOME OF THE STEPS YOU CAN TAKE TO PROVIDE SUPPORT?

>> THAT IS JUST A GREAT QUESTION.

IF YOU SEE SOMETHING, LIKE YOU HEARD ON THE VIDEO, MANY TIMES IT IS SOMEONE STEPPING UP AND SAYING SOMETHING.

THAT MAKES ALL THE DIFFERENCE.

THE WORST THAT COULD HAPPEN IS IF YOU ASK SOMEBODY, THEY SAY THEY DON'T WANT TO TALK ABOUT IT.

RIGHT?

BUT ONE OF THE THINGS THAT YOU SHOULD DO IS APPROACH THEM IN A CONFIDENTIAL WAY AND LET THEM KNOW THAT WHATEVER THEY TELL YOU IS SAFE. IT'S SAFE WITH YOU AND YOU'RE NOT GOING TO TALK TO OTHER PEOPLE ABOUT

THEIR STORY.

TO BE COMPASSIONATE AND NON JUDGMENTAL BECAUSE IT IS REALLY DIFFICULT FOR VICTIMS OF DOMESTIC VIOLENCE TO TALK ABOUT WHAT THEIR SITUATION IS BECAUSE OFTENTIMES THERE IS SO MUCH SHAME THAT IS CONNECTED TO IT.

SO IF THEY DO AND THEY ARE WILLING TO TALK ABOUT WHAT HAPPENS TO THEM, BE VERY CLEAR ABOUT WHAT YOU HAVE OBSERVED THAT CAUSES THE CONCERNS.

SO SOME OF THE SYMPTOMS WE HAVE HEARD ABOUT, THE RED FLAGS LIKE BEING LATE, OR CRYING, JUST A SIGNIFICANT BEHAVIOR CHANGE.

IT WOULD BE GREAT IF YOU KNOW THAT DOMESTIC VIOLENCE WAS PRESENT, THAT YOU BECOME PART OF THEIR SAFETY PLAN WHENEVER IT IS SAFE FOR YOU TO DO SO SO THAT YOU CAN KEEP SOME DOCUMENTS FOR THEM OR RESOURCES FOR THEM SO THAT THEY WOULD HAVE ACCESS TO THEM IF THEY DO DECIDE TO LEAVE.

AND THEY MAY NOT DECIDE TO LEAVE.

SOMETIMES IT IS REALLY HARD TO BE SUPPORTIVE TO SOMEONE IN THAT SITUATION.

NOT JUDGE THEM IF THEY ARE NOT READY TO LEAVE THE RELATIONSHIP.

WHEN A VICTIM LEAVES THEIR RELATIONSHIP, THEY ARE LITERALLY AT THEIR MOST DANGEROUS TIMES.

IT'S IMPORTANT TO BE AWARE OF THAT AND TO BE AWARE OF NATIONAL RESOURCES AVAILABLE AND BE AWARE OF LOCAL RESOURCES BECAUSE THERE IS ALWAYS SOMEONE 24/7 WHO IS ACCESSIBLE TO HELP IN THAT SITUATION, TO HELP GET SOMEONE OUT OF A RELATIONSHIP OR JUST TO PROVIDE ANOTHER SUPPORTIVE EAR. SO IT'S GOING TO MAKE A DIFFERENCE IF YOU ARE JUST A SUPPORTIVE LISTENER.

IT COULD MAKE A DIFFERENCE BECAUSE WHEN THEY ARE READY TO LEAVE, THEY KNOW THAT THEY HAVE THAT SUPPORT.

>> THAT'S GREAT ADVICE, DIANE, THANKS SO MUCH FOR STARING.

FINALLY, WE WANT TO MAKE SURE WE AS V-TEAMERS KNOW WHAT WE CAN DO TO HELP.

WE HAVE OUR HEAD OF SECURITY JOINING US TODAY.

THANK YOU, MIKE, FOR BEING HERE.

I KNOW YOU HAVE A PERSONAL CONNECTION TO DOMESTIC VIOLENCE.

I'D LOVE TO GET YOUR REACTION TO THE VIDEO WE SHARED AND THEN WE CAN GET INTO MORE SPECIFICS ABOUT WHAT WE CAN DO WITH V-TEAMERS.

>> I APPRECIATE ALL THE V-TEAMERS WHO CAME ON TODAY.

EVERY TIME WE DO THIS IT DRAGS THIS SCOURGE FURTHER AND FURTHER OUT OF THE CLOSET.

WE GIVE PEOPLE LICENSE TO TALK ABOUT THIS THING, LICENSE TO SHARE EXPERIENCES AND HOPEFULLY WILL GIVE THEM A PATH TO EITHER AVOID OR TO EXTRACT THEMSELVES FROM US AND SITUATIONS.

THE VIDEO WAS VERY POWERFUL, BUT THEIR EXPERIENCES ARE ONE -- ONE THING I ALWAYS SAY ABOUT DOMESTIC VIOLENCE, IT IS NOT LIKE A COLD YOU GET OVER AND THEN YOU'RE FINE AND YOU FORGET ABOUT THE COLD.

IT IMPACTS PEOPLES' LIVES AND OFTENTIMES, FOR THE REST OF THEIR LIFE.

IT REALLY WAS VERY, VERY VALUABLE IN MY MIND FOR THESE V-TEAMERS TO COME ON AND TALK ABOUT THEIR EXPERIENCES, INCLUDING A LIM'S.

IN SECURITY WE TRY FIRST TO DO NO HARM.

WE DON'T EMBARRASS ANYONE, WE DON'T MAKE ANYONE FEEL SILLY.

WE MAKE SURE WE ARE GOING TO BE THEIR ALLY AND WE ARE NOT GOING TO EXPOSE THEIR STORY OR JUDGE THEM.

WE ARE GOING TO GIVE THEM SOME OPTIONS.

WE WORK WITH OUR HR PARTNERS AND OTHER PARTNERS WITHIN VERIZON, BUT WE ARE NOT GOING TO FORCE THEM TO TAKE ANY PARTICULAR OPTION.

WE JUST TRY TO GIVE THEM THINGS THEY NEED TO DO.

WE PRODUCED A THREE-PAGER THAT IS A SAFETY PLAN AND WE TRIED TO COVER EVERY IMAGINABLE SCENARIO, BUT WE UPDATE IT PERIODICALLY, AND IT IS AVAILABLE FOR ANY OF OUR V-TEAMERS RIGHT ONLINE.

>> THANK YOU, MIKE.

DIANE TALKED ABOUT SOME OF THE SIGNS WE SHOULD BE LOOKING FOR AS COLLEAGUES.

WHAT ARE SOME OF THE THINGS THAT WE CAN DO TO SUPPORT AS V-TEAMERS AND WHAT ARE SOME OF THE THINGS THE COMPANY IS DOING TO SUPPORT THESE EMPLOYEES WHO MIGHT BE IN THIS SITUATION.

>> I HAVE SAID AT MANY TOWN HALLS, WE ALWAYS TALK ABOUT THE VERIZON FAMILY.

IF THERE IS EVER A TEAM A FEEL AS THE WHOLE VERIZON FAMILY, IS WHEN WE ARE DEALING WITH A CRISIS SITUATION AND WE HAVE HANDS.

OF SENIOR PEOPLE TO FIGURE OUT WHAT TO DO.

WE ARE A LARGE COMPANY, AND THAT GIVES US OPTIONS THAT MAY NOT BE AVAILABLE FOR A MOM AND POP.

WE CAN HAVE EMPLOYEES WORK AT A DIFFERENT LOCATION.

WE CAN MAKE SURE THEIR NAMES ARE REMOVED FROM THERE THE DIRECTOR SO AN ALLY OF THEIRS DOESN'T INADD -- INADD VERT -- WE CAN ALERT OUR LOCAL SECURITY THAT IF THEY SEE A PARTICULAR CAR OR MODEL OR IF THEY SEE THE ABUSER, IF WE HAVE A PICTURE, WE CAN TELL THEM TO ALERT THE POLICE.

THERE ARE A NUMBER OF THINGS WE CAN DO THAT ARE BASED ON THE SITUATION THE EMPLOYEE FINDS THEMSELVES IN.

THE MAIN THING I WANT EMPLOYEES TO KNOW IS WE ARE ALLIES.

WE ARE GOING TO LEAN FORWARD TO DO WHATEVER IT IS WE CAN DO AND WHATEVER THE SITUATION ALLOWS US TO DO, AND MOST IMPORTANTLY, WHATEVER THE EMPLOYEE WANTS US TO DO.

>> THANK YOU, MIKE, SO MUCH.

I FEEL SAFER ALREADY, JUST KNOWING YOU AND YOUR TEAM ARE INVOLVED IN THIS AND THERE FOR US.

WE HAVE SO MANY RESOURCES AVAILABLE FOR OUR EMPLOYEES AND WE JUST ADDED A NEW LEARNING PLAN THAT YOU CAN FIND OUT ON THE LEARNING PORTAL 2.0.

I WANT TO GIVE A SHOUT OUT HERE TO KATE ALDONA AND THE MANY VOLUNTEERS WHO HELPED PULL THIS INFORMATION TOGETHER BECAUSE IT IS GREAT INFORMATION.

ON THIS SLIDE YOU CAN SEE THE LEARNING PLAN IS PACKED WITH TONS OF GREAT INFORMATION, BRINGING TOGETHER CONTENT FROM PLACES LIKE CENTER FOR RELATIONSHIP ABUSE AWARENESS, NATIONAL DOMESTIC VIOLENCE HOT LINE, HUFF POST AND SO MUCH MORE.

WHETHER YOU HAVE FIVE MINUTES, 30 MINUTES, WHETHER YOU KNOW SOMEONE WHO IS IMPACTED OR ARE INTERESTED IN HOW TO SUPPORT AWARENESS, YOU CAN FIND THE PERFECT ARTICLE OR VIDEO.

WE HAVE A LINK TO THE LEARNING PLAN FOR YOU ON THE WEB.

ON THE NEXT SLIDE YOU CAN SEE THROUGH OUR VOLUNTEER PORTAL WE ALSO HAVE OPPORTUNITIES FOR EMPLOYEES TO MAKE A DIFFERENCE IN SUPPORTING ORGANIZATIONS THAT SUPPORT VICTIMS OF DOMESTIC VIOLENCE.

THERE ARE OPPORTUNITIES TO LEVERAGE PROFESSIONAL SKILLS TO HELP ORGANIZATIONS STRENGTHEN THEIR WORK, BECOME A VOLUNTEER LISTENER, TO HELP VICTIMS THROUGH EMOTIONAL STRESS AND EVEN SEND LETTERS OR DRAWINGS TO ENCOURAGE AND INSPIRE SURVIVORS.

IN ADDITION YOU CAN LINK UP WITH YOUR FELLOW V TEAMERS IN HONOR OF DOMESTIC VIOLENCE VICTIMS.

IN ADDITION, YOU CAN CREATE ORIGINAL CONTENT FOR JBWS'S YOUTUBE CHANNEL BY CREATING FAMILY FRIENDLY CONTENT.

ALL THE DETAILS ARE ON THE WEB.
IF YOU OR SOMEONE YOU KNOW IS IN A DOMESTIC VIOLENCE SITUATION, PLEASE
KNOW THAT HELP IS AVAILABLE.
WE ASK YOU TO GET INVOLVED THIS MONTH.
THIS WEEK WE ARE PUTTING THE NAIL IN DOMESTIC VIOLENCE BY PAINTING YOUR
NAILS PURPLE, DRESSING IN PURPLE.
THERE ARE LOTS OF WAYS TO SUPPORT.
I'D LIKE TO THANK MIKE AND DIANE FOR YOU TO BE HERE TODAY.
WE APPRECIATE YOUR SUPPORT.
WE'LL BE BACK HERE ON MONDAY AND FOR NOW, YOU'RE UP TO SPEED.
>> THIS DOES CONCLUDE TODAY'S CONFERENCE.
YOU MAY DISCONNECT AT THIS TIME.