

**SANTA CLARA COUNTY
DEPENDENCY MEDIATION PROTOCOL &
DEPENDENCY MEDIATION DOMESTIC VIOLENCE PROTOCOL**

INTRODUCTION & BACKGROUND

The Santa Clara County Dependency Mediation Program will operate in a manner consistent with the recommendations of the National Council of Juvenile and Family Court Judges Family Violence Department as included in *Effective Intervention In Domestic Violence & Child Maltreatment Cases: Guidelines For Policy and Practice*, and any *Uniform Standards of Practice for Court-Connected Child Protection/Dependency Mediation* (proposed Standards of Judicial Administration, [Sec. 24.6](#)) which are adopted by the state of California. The training and experience requirements for Santa Clara County dependency mediators will meet or exceed the guidelines suggested in the aforementioned proposed standards.

§350 of the California Welfare and Institutions Code encourages each juvenile court to develop a dependency mediation program to provide a problem-solving forum for all interested persons to develop a plan in the best interests of the child, emphasizing family preservation and strengthening. The legislature has found that mediation of these matters assists the court in resolving conflict, and helps the court to intervene in a constructive manner in those cases where court intervention is necessary. The law provides that no mediation participant who is a mandated child abuse reporter, except the mediator, is exempted from the reporting requirement. Dependency mediators in Santa Clara County, however, are also licensed therapists are considered to be mandated child abuse reporters.

§350 of the California Welfare and Institutions Code also provides that if mediation is requested by any person who the judge or referee deems to have a direct and legitimate interest in the particular case, or on the court's own motion, the matter may be set for confidential mediation to develop a plan in the best interests of the child, utilizing resources within the family first and within the community if required.

Effective Intervention in Domestic Violence & Child Maltreatment Cases: Guidelines For Policy and Practice - Recommendations from the National Council of Juvenile and Family Court Judges Family Violence Department defines mediation as:

a confidential process conducted by neutral third parties who have no authoritative decision-making power over the parties. The goal of mediation is to assist parties in reaching their own mutually acceptable settlement of the issues in dispute. Mediation in child maltreatment cases focuses on facilitating resolutions that serve to preserve the safety and best interest of children and the safety of all family members and should include a specialized protocol for handling domestic violence cases. Mediation in child protection cases has four basic interdependent stages: orientation, fact-finding and issue development, problem solving, and agreement/disagreement and closure. (p.124)

The National Council, in that publication, recommends that:

...mediation and similar approaches, such as family group conferencing, should be used only in settings that develop protocols on its appropriate and safe use, conduct appropriate agency training, and regularly supervise staff about victim safety needs...(p.67)

...Concern has been expressed that mediation is a process which is unfair and unsuited for cases involving domestic violence in that, when battered women are asked to negotiate with their batterers, the balance of power weighs heavily against them, and the mediation process itself can actually be dangerous or result in inappropriate outcomes due to these factors....(M)ediation may be seen as an intrusive means of resolving family problems if cultural or religious values are not integrated well into the mediation process. Language barriers may compromise the effectiveness of mediation and place victims at risk if they are unable to communicate their concerns about safety or they do not understand the process fully...(p.101-102)

...However, where mediation is mandated or permitted, if it is conducted in accordance with the guidelines described in this section (see Recommendation 48 below), the process can effectively empower victims of violence and enhance their safety as well as the safety of their children and other family members. Judges have an obligation to oversee the provision of any mediation services to ensure that mediation is conducted consistent with these guidelines. (p.102)

RECOMMENDATION 48.

In jurisdictions where mediation is mandated or permitted, the juvenile court should refer parties to mediation in child maltreatment cases involving allegations of domestic violence only when

- a. Mediators are trained thoroughly in the dynamics of domestic and family violence, including child maltreatment, as well as trained in the dynamics of substance abuse, basic psychology and family systems theory, the developmental needs of children, the workings of the local child protection and juvenile court systems, local domestic violence services, and other local community resources;
- b. The mediation program provides specialized procedures designed to protect victims of domestic violence from intimidation by alleged perpetrators and to correct power imbalances created by the violence with interventions, including the performance of differential assessments of the domestic violence issue, the offering of individual - as opposed to conjoint- sessions for the victim and alleged perpetrator so that they never have direct contact with each other, and permitting the victim to have an advocate in attendance throughout the process;
- c. The mediation process also provides for the participation of victim and child advocates, the child protection agency, other interested family members and individuals, as well as all involved attorneys and GALs or CASAs, to reinforce further the balance of power and ensure that the rights of the participants are protected in the search for a resolution that focuses upon the safety and best interest of the child and the safety of all family members;

- d. Mediators are vigilant when involved in discussions concerning the factual basis of the abuse of the child or victim-parent in order to prevent victim blaming and/or collusion with the batterer's denial, minimization, or discounting of the significance of the violence or abuse. (p.101)

LOCAL POLICY & PROCEDURES

Confidentiality

Dependency Mediation in Santa Clara County is a **confidential** and **non-recommending** process operating in compliance with Chapter 2, §§ 1115 through 1128, of the Evidence Code of the State of California. §1119 (Confidentiality, Nonadmissibility, and Nondisclosure) requires that:

Except as otherwise provided in this chapter (Chapter 2):

(a) No evidence of anything said or any admission made for the purpose of, in the course of, or pursuant to, a mediation or a mediation consultation is admissible or subject to discovery, and disclosure of the evidence shall not be compelled, in any arbitration, administrative adjudication, civil action, or other noncriminal proceeding in which, pursuant to law, testimony can be compelled to be given.

(b) No writing, as defined in Section 250, that is prepared for the purpose of, in the course of, or pursuant to, a mediation or a mediation consultation, is admissible or subject to discovery, and disclosure of the writing shall not be compelled, in any arbitration, administrative adjudication, civil action, or other noncriminal proceeding in which, pursuant to law, testimony can be compelled to be given.

(c) All communications, negotiations, or settlement discussions by and between participants in the course of a mediation or a mediation consultation shall remain confidential.

§1121 (Mediator's Reports or Conclusions - Conditions for Use by Adjudicator) requires that:

Neither a mediator nor anyone else may submit to a court or other adjudicative body, and a court or other adjudicative body may not consider, any report, assessment, evaluation, recommendation, or finding of any kind by the mediator concerning a mediation conducted by the mediator, other than a report that is mandated by court rule or other law and that states only whether an agreement was reached, unless all parties to the mediation expressly agree otherwise in writing, or orally in accordance with Section 118.

Exceptions to mediation confidentiality for the Dependency Mediators in Santa Clara County are as follows: 1) Reasonable suspicions of child abuse not yet reported; 2) threats to harm self or others. 3) otherwise as may be compelled by statute or the court. If there is a related criminal matter or investigation in process, parties should consult with their attorneys prior to taking part in mediation.

Referrals to Mediation

Any party, attorney, child, assigned social worker, CASA, professional or individual otherwise involved in the case can, at any time in the history of the case, request the court to refer the matter to mediation. The court retains the authority to grant or deny the request, or may itself initiate the referral to mediation. The court, then, is the “gatekeeper” for referrals to mediation.

Adult Participants / Mandatory vs. Voluntary Participation

The model of dependency mediation used in Santa Clara County includes the active participation of the parents and all other parties, the assigned social worker, any appointed child advocate, any other interested/involved participants, the child if old enough and with the approval of the child's attorney, and all the attorneys representing these various individuals.

Once the matter is ordered to mediation by the court, attendance at mediation is mandatory for the parties, attorneys, and assigned social workers, and other involved professionals or participants whom the court may order to attend. Failure to attend mediation by the mandated participants may result in court ordered sanctions. Additional involved or interested family members, individuals or professionals whose participation in mediation may be helpful may be offered the opportunity or invited to attend mediation at their own discretion.

Involvement of Children

It may be appropriate for children to participate in one or more of the stages of mediation when certain conditions are met or are present. First and most fundamentally, the child's age, developmental status, and adjustment level must be such that the child is capable of understanding the basic nature of the mediation process and has the potential for benefitting from his/her participation without compromising his/her emotional well-being. The child must also be capable of expressing his or her wants and wishes or of providing input that may have some bearing on the issues being discussed. Beyond that, other reasons for having a child participate include: The child's desire to participate; the disputed issue has direct relevance to the child (i.e., removal or return, placement, visitation), or the child otherwise has something to gain by participating (i.e., a sense of inclusion, validation, greater understanding, etc.). The child's attorney must agree to the child's participation prior to the child's inclusion.

When children participate, they will receive an orientation to the process which will include an explanation of the following offered in an age-appropriate manner: Any options

available to the minor for his/her participation in the mediation; what is going to happen in the mediation process; the role of the mediator; what realistic goals the child may expect from the mediation and the limits on his or her ability to control the outcome; any limitations on the confidentiality of the process; the child's absolute right to be accompanied throughout the mediation by his or her attorney and/or other support persons, and; the ability to take a break and/or terminate the mediation session if the child's emotional or physical well-being is threatened.

Children are usually most involved in the middle stages of mediation when substantive issues are discussed, and are sometimes again involved at the end when agreements impacting them are reviewed or confirmed. The manner in which children participate will vary depending on the child's age, developmental and emotional status, the case dynamics, the child's wishes, and the function of the child's participation in the mediation. In one case it may be more appropriate for the mediator to caucus alone with the child and relay the child's expressed feelings and needs back to the participants. In another case, it may be appropriate for the child and parent(s) and/or other family members, caretakers or participants to meet together to discuss the issues at hand.

Potential gains for a child who is appropriately participating in mediation include an opportunity to be heard and validated; a sense of inclusion and participation; an appropriate though limited sense of empowerment and control over important decisions impacting his or her life; an opportunity to gain greater understanding of related issues, and the opportunity to directly experience a healthy, constructive, participatory, dignified, and nonviolent problem-solving method characterized by mutually respectful communication.

The child's involvement in mediation must be conducted in a manner designed to AVOID: instilling, reinforcing or implying a sense of responsibility or guilt for the abuse, neglect, or whatever problems or pain the family or other caretakers are experiencing; enmeshing the child in the family or caretaker conflict; instilling or reinforcing a sense of powerlessness or hopelessness if problems are not ameliorated or are otherwise exacerbated, or if the child's expressed wishes are not granted. It must be made very clear to children in preparing them for mediation that while their participation, feelings, and wishes are valued, they are not responsible for the ultimate decision making, and that the responsibility for the outcome lies with the adults and ultimately the court.

Scheduling and Information Review

Once the court determines a case will be ordered to mediation, the court clerk will contact the dependency mediation support staff at 299-3741 to schedule an appointment, and all of the mandated participants will be informed by the court of the date and time of the appointment. The court will also:

- assign responsibility to one or more of the mandated participants to invite other specified individuals/professionals whose participation is deemed to be helpful;
- inform Family Court Services at the time of scheduling in the event that the case includes elements of domestic violence in addition to child abuse;
- provide the parties with copies of the Dependency Mediation Orientation Brochure which provides a written orientation to the process;
- provide any party who has been identified as a victim of domestic violence with a copy of the handout entitled “Dependency Mediation Procedural Rights in Domestic Violence Cases”;
- complete a Mediation Referral form noting whether or not there is any history of domestic violence;
- forward the Mediation Referral form and copies of any pertinent case related reports including any reports describing domestic violence and copies of any existing domestic violence protective orders to the dependency mediation staff in advance of the mediation appointment.

FCS support staff, upon scheduling the case for mediation, shall indicate that the case includes a domestic violence issue by writing the case information in the dependency mediation calendar in purple and include the letters "D.V."

Follow-up mediation sessions may be scheduled upon the agreement of all the parties, attorneys, mediators and the court. In such case, the mediators will consult the dependency mediation support staff, and schedule the return mediation for time coordinated with the parties, attorneys and key participants.

Orientation

The dependency mediation program will provide an oral or written orientation to the participants designed to inform them about the mediation process in order to facilitate their safe, productive and informed participation and decision-making by educating them about: How the mediation process is conducted; who generally participates in the session(s); the range of disputes which may be discussed; what to expect at the conclusion of mediation; the mediator’s role; any limitations on the confidentiality of the process; the right of a participant who has been a victim of violence perpetrated by another mediation participant to be accompanied by a support person and to have sessions with the mediators separate from the alleged perpetrator. (See [Dependency Mediation Orientation Brochure content.](#))

The Mediation Process

The Santa Clara County Dependency Mediation process typically involves the following stages:

1. A review of the case related information forwarded to the mediators by the court including that related to domestic violence.
2. A brief orientation of the parents and other interested participants to the dependency mediation process.
3. A meeting with the attorneys and assigned Social Worker for exchange of the most current case related information, including that related to domestic violence, identification of issues, and problem solving.
4. Meetings and/or caucuses with the family members in various combinations, including for the purpose of differentially assessing the issue of domestic violence as it applies to the mediation process (see Domestic Violence Protocol section), for an identification and exchange of the most current case related information, identification of issues, and problem solving.
5. Open consultation between the parties and Social Worker, and their attorneys.
6. A final group meeting for final problem solving, to identify areas of agreement/disagreement, clarification of expectations, and the answering of remaining questions.
7. Parties and attorneys proceed to court and present the outcome of mediation to the Bench Officer. Only areas of agreement to which all parties and attorneys and the social worker agree are reported to the court. The substance of the mediation process is otherwise confidential and not subject to discovery consistent with the requirements of the section on confidentiality. The court then determines the acceptability or unacceptability of any agreement presented and remains the ultimate decision-maker.

Whenever possible, dependency mediation will be conducted in the shared language of the participants. When the participants speak different languages, interpreters, court-certified when possible, will be assigned to translate at the mediation session.

It is the responsibility of the mediators to suspend or terminate the mediation process if it is determined that the mediation cannot be conducted in a safe or appropriately balanced

manner, or if any party is unable to participate in an informed manner for any reason including fear or intimidation.

The mediators will make concerted reasonable efforts to insure that any apparent agreement reached in mediation is clearly understood by each participant. All agreements shall be reviewed and approved by all parties and the attorneys participating in said agreement prior to its submission to the court. Upon conclusion of mediation, the representative of the Office of the County Counsel will record all areas of agreement whereupon the parties and attorneys will proceed to court. The representative of the Office of the County Counsel will then report the areas of agreement to the court for approval or disapproval. Any remaining areas of disagreement requiring court action will also be identified and the court will then determine the next steps to be pursued.

Domestic Violence Protocol

Domestic violence is understood to be a behavior or set of primarily learned behaviors arising from multiple sources which may follow different patterns in different families, rather than a disease process or syndrome with a single underlying cause. Domestic violence occurs where one partner in an intimate relationship controls or attempts to control the other through force, intimidation, subjugation and/or the threat of violence.

For purposes of this section, domestic violence becomes an issue in the case when there is evidence or an allegation that (consistent with §6203 of the Family Code) one of the parties has intentionally or recklessly caused or attempted to cause bodily injury, or sexual assault, or to have placed a person in reasonable apprehension of imminent serious bodily injury to that person or to another, or to have engaged in any behavior involving, but not limited to, threatening, striking, harassing, destroying personal property or disturbing the peace of another, for which a court may issue an ex parte order pursuant to §6320 of the Family Code. Other behaviors consistent with §6320 include molesting, attacking, stalking, annoying telephone calls as described in Section 653m of the Penal Code, violating a protective order, or disturbing the peace of the other party.

Research discloses that domestic violence is frequently present in child abuse cases. **It is the responsibility of the Department of Family and Children's Services to ascertain whether adult to adult violence is an issue in any Dependency case and to inform the court if this issue is present in any case referred for mediation. It is then the responsibility of the dependency mediation program, once notified of the existence of the domestic violence issue in a given case, to insure that mediation is conducted in an appropriate manner as described below.**

Dependency Mediation in Santa Clara County will function consistent with the terms of Recommendation 48 of *Effective Intervention In Domestic Violence & Child Maltreatment Cases: Guidelines For Policy and Practice* by the National Council of Juvenile and Family Court Judges Family Violence Department (cited in the Introduction & Background section of this Protocol), and with any *Uniform Standards of Practice for Court-Connected Child Protection/Dependency Mediation (8-9-99 Draft)* which are ultimately adopted by the state of California.

This protocol holds that the issue of the violence itself will never be mediated (i.e. domestic violence including child and/or partner abuse is never justified), though conditions designed to preclude violence may be appropriate for discussion. Additionally, the cessation of violence shall not be predicated on the behavior of the victim of the violence.

Additionally, it is recognized that psychological and/or physical intimidation may affect the balance of power between the parties. It may also affect the ability of a party to participate in her/his own best interest or in the best interest of the children in the court process. Measures included herein are designed to help rectify that imbalance of power during the course of mediation.

The procedures for cases involving domestic violence referred to Dependency Mediation will be as follows:

1. **THE COURT**, at the time of the scheduling of the Dependency Mediation appointment by telephone, will inform Family Court Services that the case includes elements of domestic violence in addition to child abuse. The court will also provide the parties with copies of the Dependency Mediation brochure which provides a written orientation to the process, and provide any party who has been identified as a victim of domestic violence with a copy of the handout entitled "Dependency Mediation Procedural Rights in Domestic Violence Cases." The court will also note this information on the Mediation Referral form and forward copies of any pertinent reports describing the D.V. and copies of any existing domestic violence protective orders to the Dependency Mediation staff in advance of the mediation appointment.
 - a. FCS support staff, upon scheduling the case for mediation, will indicate that the case includes a domestic violence issue by writing the case information in the Dependency Mediation calendar in purple and include the letters "D.V."
2. The dependency mediators will review the case related documentation prior to commencing the mediation. This document review will be the first step in a differential domestic violence assessment further discussed below.
3. Prior to actually involving the family members in the mediation process, the

mediators will perform a differential domestic violence assessment. The assessment will be for the purposes of:

- a. Assessing the ability of the victim parent to fully and safely participate and reach a non-coerced settlement in that particular case;
 - b. Clarifying the history and dynamics of the domestic violence issue in order to determine the most appropriate manner in which mediation should proceed consistent with the other provisions of this protocol;
 - c. Assisting the parties, family members and attorneys in formulating an agreement following a discussion of appropriate safeguards for the safety of children and family members.
4. The differential domestic violence assessment is a process utilized to assess the nature of the domestic violence issue in the family, and to distinguish the particular nature of the situation so that the mediators may deal with the family in the most appropriate manner. Factors taken into consideration during such an assessment may include, but not be limited to, the following: The particular nature of the violence, including the history, frequency, severity and level of dangerousness, the impact of the violence on the family members; consideration of appropriate conditions and measures for protecting family members. The assessment process will include a review of the pertinent related documentation prior to inclusion of the family members in the mediation process, consultations regarding the nature of domestic violence in the case with the assigned Social Worker, the attorneys representing the child, Social Worker and family members, and individual interviews with the involved parties.
5. The mediators will inform identified victims of domestic violence that it is the policy of the Dependency Mediation Program, consistent with the Family Court Services mediation policy in Family Court Cases, that they have the following options available to them:
- a. The parent who has been the victim of domestic violence has the option of having separate sessions with the mediators, that is, she/he does not have to be in the mediation room at the same time as the perpetrator of the violence. In the alternative, she/he may elect to be seen jointly in mediation with the family member who perpetrated the violence but only after having been individually interviewed by the mediator, and only if the mediator concurs that a conjoint interview is safe and appropriate.
 - b. When the court has issued a protective order in cases involving domestic violence, a support person will be permitted to accompany a party protected

by the order during mediation whether or not she/he elects to be seen separately or together with the perpetrator of the violence. Since attorneys are also active participants in the dependency mediation process and may accompany the party whom they represent throughout the entire mediation process if their client so requests, the victim of the violence may choose to have her/his attorney function as a support person. In the event the victim of the violence selects any other adult to be her/his support person, the function of the support person and causes for exclusion will be as follows:

- 1' It is the function of a support person to provide moral and emotional support for a person alleging she/he is a victim of domestic violence. The person who alleges that she or he is a victim of domestic violence may select any individual to act as a support person. No certification, training, or other special qualification is required for an individual to act as a support person. The support person's role is to assist the person in feeling more confident that she/he will not be injured or threatened during a proceeding when the victim of domestic violence and the other party must be present in close proximity. Except when the support person is the individual's attorney, the support person shall not be present as a legal adviser and shall not give legal advice. The presence of the support person does not waive the confidentiality of the mediation. The mediator has the authority to exclude any support person, other than the individual's attorney, from a mediation proceeding if the presence of a particular support person is disruptive or disrupts the process of the session.
6. Dependency mediators will be sensitive when involved in discussions concerning the factual basis of child abuse or neglect, or domestic violence, in order to avoid collusion with victim blaming, denial, minimization or discounting of alleged child abuse or violence against any family member.
7. It is appropriate for dependency mediators to facilitate the process in a manner which encourages the incorporation of appropriate safety and treatment interventions in any settlement.

The Juvenile Court building should be a safe and secure place for members of the community to discuss the most important issues related to their families. Persons present in and about the Courthouse are expected to conduct themselves in a civil and business like manner at all times. With this in mind, Juvenile Court has a Zero Tolerance policy with regard to any expression or threat of violence, disorderly conduct, verbal abuse, or observable intimidation in the Courthouse. Such behavior is always considered to be

detrimental to the safety and best interest of children and families, will be dealt with accordingly, and will be recorded and/or reported to security personnel and/or the Court as appropriate.

Additional protective measures will be available at Juvenile Court to insure the safety of clients in cases involving allegations of domestic violence. Juvenile Court security personnel may be requested to standby at the site of mediation or to escort clients to their vehicles upon completion of the session. Additionally, when, during the course of mediation, it appears that there is a clear and immediate danger to an individual or to society, the mediator may breach mediation confidentiality and take appropriate action aimed at protecting those in jeopardy.

Complaint Process

Formal complaints about a mediator's performance must be addressed, in writing to:

Santa Clara County Family Court Services
170 Park Center Plaza
San Jose, California 95113

Attn: Supervisor, Dependency Mediation

The Dependency Mediation Supervisor will respond to the complaint in writing within thirty (30) days of receipt of the complaint. Informal concerns or complaints may be made at anytime by contacting the Dependency Mediation Supervisor at (408)299-3741.

Mediator Training

All dependency mediators and dependency mediation supervisors employed or utilized by Santa Clara County Family Court Services will meet the training requirements listed within the attached *Proposed Uniform Standards of Practice - Court-Connected Child Protection/Dependency Mediation - DRAFT 8-9-99* except that the requirement for domestic violence training are extended to include sixteen hours (16) of training in domestic violence to be completed prior performing dependency mediations. These 16 hours shall consist of four (4) hours of community resource networking intended to acquaint the mediator with domestic violence resources in the geographical communities where the families being mediated may reside, and twelve hours (12) of training in:

- The appropriate structuring of the dependency mediation process, including, but not limited to: maximizing safety for mediation participants; providing for separate sessions; the utilizations of support persons; the implementation of the Dependency Mediation and Dependency Mediation Domestic Violence Protocols;

- The relevant sections of local, state, and federal law or rules;
- The range, availability, and applicability of domestic violence resources available to victims, including, but not limited to, battered women's shelters, specialized counseling, drug and alcohol counseling, parenting classes, and battered immigrant victims;
- The range, availability, and applicability of domestic violence intervention available to perpetrators, including, but not limited to, arrest, incarceration, probation, applicable Penal Code sections (including Penal Code section 1203.097, which describes certified treatment programs for batterers), drug and alcohol counseling, and parenting classes;
- The effects of exposure to domestic violence and psychological trauma on children; the relationship between child physical abuse, child sexual abuse, and domestic violence; the differential family dynamics related to parent-child attachments in families with domestic violence; intergenerational transmission of familial violence; and manifestations of post-traumatic stress disorders in children;
- The nature and extent of domestic violence, and the relationship of gender, class, race, culture, and sexual orientation to domestic violence;
- Current legal, psycho social, public policy, and mental health research related to the dynamics of family violence, the impact of victimization, the psychology of perpetration, and the dynamics of power and control in battering relationships;
- The assessment of family history based on the type, severity, and frequency of violence;
- The impact on parenting abilities of being a victim or perpetrator of domestic violence;
- The uses and limitations of psychological testing and psychiatric diagnosis in assessing parenting abilities in domestic violence cases;
- The influence of alcohol and drug use and abuse on the incidence of domestic violence;
- Understanding the dynamics of high-conflict relationships and abuser/victim relationships;
- The relevance of collateral information from probation departments, children's protective services, police incident reports, restraining order pleadings, medical records, schools and other relevant sources; and
- The various components of safe and enforceable case and child care plans that are designed to assure the health, safety, welfare, and best interest of the child, and safeguards for the parties.

Dependency mediators will also complete at least four (4) hours of update training each year after the year in which the initial 16 hour training is completed. These 4 hours will consist of instruction focused on, but not limited to, an update of changes or modifications in local court practices, case law, and state and federal legislation related to domestic violence, and an update of current social science research and theory, particularly in regard to the impact on children of exposure to domestic violence. This training may utilize domestic violence training programs conducted by nonprofit community organizations with an expertise in domestic violence issues. .

5-23-00