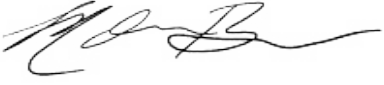


**CITY OF LOS ANGELES**  
**INTER-DEPARTMENTAL CORRESPONDENCE**

Date: October 8, 2026

To: The Honorable Members of the Personnel and Hiring Committee

From: Malaika Billups, General Manager, Personnel Department 

Subject: **COUNCIL FILE NO. 26-0885 - Domestic Violence Prevention Training for City Employees**

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**RECOMMENDATION**

That the City Council allocate \$50,000 in funding for the Personnel Department to develop a citywide training on Domestic Violence Prevention. The City does not currently have any training available to employees related to Domestic Violence Prevention or City Protocols.

**BACKGROUND**

On June 16, 2026, Councilmembers Heather Hutt and Eunisses Hernandez motioned to have the Personnel Department, Community Investment Department and Los Angeles Police Department to report on existing domestic violence/intimate partner violence training for city employees and managers. The motion also called for recommendations from these parties for any necessary updates to existing Citywide training. This motion was moved to the Personnel and Hiring Committee in Council File 26-0885 and later approved by the full Council on August 5, 2026. This report includes information on current available resources as well as recommendations for a Citywide Domestic Violence Prevention online training course.

**DISCUSSION**

Introduction

Domestic Violence (DV) extends beyond physical assault to include coercive control, economic abuse, technological stalking, and threats against an intimate partner or family member. In the City of Los Angeles, City employees may encounter community members or coworkers affected by DV, while supervisors and managers may receive disclosures or become aware that abuse is affecting an employee or the workplace. Without up-to-date policies and standardized cross-departmental training, city personnel risk misidentifying subtle abuse dynamics or missing crucial opportunities to connect survivors with lifesaving housing and legal services. Establishing a uniform training program equips City employees to notice common signs of DV, recognize concerns, respond appropriately, connect individuals with qualified resources, understand the legal protections and deliver cohesive support across all city agencies.

Personnel's research has found that some resources are available to City employees, but many are simply links to websites from various groups that work in this field, not a detailed City

training. The City would greatly benefit from a one-stop shop where employees can understand the impact of DV and reference important materials.

#### Current Available Resources Related to Domestic Violence

##### A. Community Investment Department

The Community Investment Department's Survivor Services Program (SSP) partners with fifteen (15) expert non-profit organizations to offer a spectrum of shelter and housing resources, ranging from crisis to stability, to survivors of domestic violence (DV) and human trafficking (HT).

The byproduct of chronic interpersonal violence is almost always poverty and housing instability. While some survivors may benefit by accessing all services linearly and chronologically, moving from crisis housing and ultimately into safe, permanent housing, many survivors require non-conventional solutions. They may only access one or two services across the system, given the particularities of the interpersonal dynamics of abuse and violence, access to social and economic capital, unique identity, or family composition. This approach recognizes that there are multiple issues rather than a single issue a survivor experiences as a result of victimization, and thus, there can be no single solution for responding to its impact. The following is a description of several of the types of shelter services provided to support DV survivors:

- **Crisis to Shelter:** designed to support imminently fleeing survivors identified by first responders in need of Emergency Shelter who cannot otherwise find safe refuge due to lack of immediate availability.
- **Shelter Operations:**
  - **Emergency Shelter:** short-term confidential, twenty-four hour shelter dedicated to survivors in need of immediate refuge from an imminently dangerous or life-threatening environment.
  - **Transitional Shelter:** long-term confidential, twenty-four hour shelter dedicated to survivors who need continued refuge due to fleeing from a dangerous or life-threatening environment.
  - **Transitional Aged Youth (TAY) Human Trafficking Shelter:** shelter for unhoused Transitional Aged Youth (TAY) survivors, aged 18 through 24, who have experienced human trafficking and exploitation.
  - **Non-Confidential DV/IPV Shelter:** an alternative shelter environment for survivors seeking refuge who cannot or choose not to access a confidential shelter.
- **Survivors First:** a homelessness prevention and intervention program for survivors that pairs time-limited financial assistance with supportive case management services.

##### B. Los Angeles Police Department

The Los Angeles Police Department provides domestic violence training to sworn personnel beginning in the police academy and through continuing and specialized training. Training addresses domestic violence dynamics, applicable laws and Department policies, initial response and investigation, evidence collection, protective orders, victim resources and other responsibilities associated with domestic violence incidents.

LAPD also oversees the citywide Domestic Abuse Response Team (DART) program, which partners specially trained officers with community-based domestic violence advocates. After patrol officers secure the scene, DART personnel may provide crisis intervention, safety planning and connections to shelter, legal assistance, counseling and other supportive services. LAPD also participates in the City's Family Justice Center programs and provides presentations regarding domestic violence and available resources based on the needs of the requesting audience.

Although these programs and services are available to City employees in the same manner as other community members, they were not created as a Citywide employee-assistance or manager-training program. LAPD can assist Personnel and the Community Investment Department with developing training content regarding domestic violence dynamics, emergency and non-emergency reporting, what to expect when making a police report, protective orders, DART and Family Justice Center services, and circumstances in which domestic violence, stalking or threats may affect workplace safety.

LAPD employees also have Department-specific workplace-violence policies and access to counseling and crisis-support resources through Behavioral Science Services. These resources are limited to LAPD personnel and are not Citywide programs.

### C. Personnel Department

The Office of Workplace Equity's MyVoiceLA website houses the City's policy (1998) and protocols (2001) related to Domestic Violence. Additionally, the website includes links to resources from Peace Over Violence, a third-party group. Peace Over Violence provides basic information on Domestic Violence, the available contact numbers for hotlines in Los Angeles, including information related to the Domestic Abuse Response Team (DART), and offers the option for organizations to request professional training. Training request forms and fees are required for those interested in receiving training.

The City's training platform, Cornerstone, has two courses related to Domestic Violence. However, these courses only cover a brief introduction to the topic and are not as in-depth as a Citywide course would require. The available courses also come from an outside catalog, which can be removed from Cornerstone at any time. The Citywide Workplace Violence training that is assigned to all City employees in Cornerstone briefly mentions Domestic Violence as one of the types of Workplace Violence scenarios, but does not go into detail about the topic.

Lastly, the Personnel Department's intranet houses a manual from the City Attorney's Office created in 2008 that includes policy information, reporting protocols, union resources, and more. This manual was created by the Los Angeles City Domestic Violence Task Force Workplace Training Committee. This specific committee no longer exists in the City of Los Angeles.

### Online Training Development

In order to build a course for this topic, Personnel would update the current Domestic Violence Policy, as the most recent policy is from 1998. Once the policy and language have been updated, the Personnel Department would work with CID and LAPD to gather information and develop a training script and/or storyboard. The Citywide training should include a core module for all employees and a supplemental module for supervisors and managers. The manager

module should address responding to an employee disclosure, confidentiality, leave and reasonable-accommodation requirements, workplace safety planning, appropriate documentation and referrals, and avoiding retaliation or inappropriate disciplinary action. After the content is finalized, Personnel can use their training vendor to create an interactive training file to be made available and assigned through Cornerstone. Assuming the training is one hour in length and is at least moderately interactive, the course is expected to cost approximately \$50,000. This price ensures that the course is accessible and also includes an Ebook version for those without easy access to a computer.

If training in additional languages is required, more funding will be necessary. If the City cannot fund a completely separate course in another language, they may consider allowing for subtitles in a second language or for an Ebook to be created in a second language. All options would require additional funding to the \$50,000 noted above.

Considering policy updates, script creation, vendor development, editing and testing, a training course can likely be ready by the start of fiscal year 27-28, depending on the time to finalize the new policy and the vendor's availability to add this course to their queue. Once the course is in Cornerstone, it can immediately be assigned to City employees and set-up so all new staff are assigned the training upon hire. It is recommended that this training would be required for City staff every two years.

## **CONCLUSION**

Domestic Violence is a critical topic that has unfortunately not been considered for an online training until recently. While the upfront investment may be significant, this training will be deployed across the entire City family—including staff and volunteers—equating the cost to less than \$1 per person, maximizing every dollar spent. Such training will make employees aware of how to deal with domestic violence situations, recognize when other City employees need help, and even save lives.