



**KANSAS ATTORNEY GENERAL**  
**Derek Schmidt**

**Essential Elements  
and Standards  
for Batterer  
Intervention Programs**

120 SW 10<sup>th</sup> Ave., 2<sup>nd</sup> Floor • Topeka, KS 66612-1597 • (785) 368-7376

**[www.ksag.org](http://www.ksag.org)**

# **The Essential Elements and Standards of Batterer Intervention Programs in Kansas**

(December 17, 2012)

## **Acknowledgements**

The Essential Elements and Standards of Batterer Intervention Programs were developed over seven years through the hard work of many professionals who are dedicated to ending domestic violence in Kansas. The Kansas Coalition Against Sexual and Domestic Violence convened the initial work group. The Office of the Attorney General Batterer Intervention Program and Advisory Board wishes to thank the following organizations for their work during this process:

Alternatives to Battering, Topeka  
Correctional Counseling of Kansas, Wichita  
Family Crisis Center, Great Bend  
Governor's Domestic Violence Fatality Review Board  
Halley Counseling, P.A., Girard  
Johnson County Office of Court Services  
The Family Peace Initiative, Girard  
Kansas District Judges' Association  
Kansas Attorney General Carla Stovall  
Kansas Attorney General Paul Morrison  
Kansas Attorney General Steve Six  
Kansas Attorney General Derek Schmidt  
Kansas Coalition Against Sexual and Domestic Violence  
Kansas County and District Attorney Association  
Kansas Department of Corrections  
The Mental Health Consortium  
Office of Judicial Administration  
Sexual Assault/Domestic Violence Center, Hutchinson  
Wyandotte Mental Health Center  
The 2012 Kansas Legislature

In 2007, The Governor's Domestic Violence Fatality Review Board (GDVFRB), chaired by former Attorney General Robert Stephen appointed a subcommittee to review and update the Essential Elements and Standards of Batterer Intervention Programs. The GDVFRB adopted these as best practice standards in providing batterer intervention programming in Kansas, and recommended that the Office of Attorney General implement a training and certification program for providers of batterer intervention programs.

Attorney General Paul Morrison accepted this recommendation and the Office of the Attorney General began to train and certify batterer intervention providers in Kansas using the Essential Elements and Standards of Batterer Intervention Programs in Kansas.

The 2012 Kansas Legislature passed the Kansas Batterer Intervention Program Certification Act, creating the mandate that batterer intervention programs statewide meet these minimum standards.

For more information about this initiative, contact the  
Director of Victim Services in the office of  
Kansas Attorney General  
120 S.W. 10th Avenue  
Topeka KS 66612-1597  
785/368-8445

# *Table of Contents*

<b>I. Philosophy and Purpose.....</b>	<b>4</b>
<b>II. Theoretical Overview of Batterer Intervention Programs.....</b>	<b>4</b>
<b>III. Standards .....</b>	<b>5</b>
A. Framework .....	5
B. Program Goals.....	6
<b>IV. Essential Elements of a Program .....</b>	<b>6</b>
A. Elements .....	6
<b>V. Program Role in Community .....</b>	<b>7</b>
A. Community-Wide Coordination .....	7
B. Victim Service Program .....	8
<b>VI. Technical Considerations .....</b>	<b>8</b>
A. Selection of Participants .....	8
B. Assessment of Batterer Participants .....	8
C. Expectation of Batterer Participation .....	9
D. Group Participants.....	9
E. Facilitation .....	9
F. Curriculum .....	10
G. Prohibited Practices .....	10
H. Restricted Practices .....	11
I. Batterer Confidentiality and Safety Checks .....	11
J. Length of Program .....	12
K. Victim Notification .....	12
L. Notification of Batterer's Progress .....	13
M. Notification of Safety Concerns .....	13
<b>VII. Victim Involvement .....</b>	<b>13</b>
A. Victim Generated Information and Participation .....	13
<b>VIII. Public Relations Efforts .....</b>	<b>13</b>
A. Public Statements and Materials .....	13
<b>IX. Research .....</b>	<b>14</b>
A. Notice of Research .....	14
<b>X. Agency Structure .....</b>	<b>14</b>
A. Supplemental Requirements .....	14
<b>XI. Personnel Qualifications .....</b>	<b>14</b>
A. Employees .....	14

<b>XII. Training Requirements for Program Facilitators.....</b>	<b>15</b>
A. Training/Experience of Facilitators .....	15
B. Training/Experience of Co-facilitators .....	16
C. Training/Experience of Program Supervisors, Coordinators, or Directors.....	16
D. Training/Experience Requirements for Assessors.....	17
E. Continuing Education Requirements.....	17
<b>XIII. Conflict of Interest.....</b>	<b>18</b>
A. Avoidance of Conflict of Interest Issues.....	18

# **I. Philosophy and Purpose**

The Kansas Essential Elements and Standards for Domestic Violence Batterer Intervention Programs were created to set minimum recommended standards for all agencies that operate intervention programs for batterers.

The mission of batterer intervention in Kansas is to hold batterers accountable, create nonviolent behavior, and promote safety for victims. On a wider scale, batterer intervention seeks to create social norms that reject rather than affirm or ignore battering within intimate family and household relationships. Batterer intervention participants may also need additional services for mental health/psychiatric assistance, drug and alcohol treatment, parenting education, or other issues. Batterers should be screened for these issues and referred to appropriate resources but these treatments should be in addition to, not in lieu of, a batterer intervention program.

# **II. Theoretical Overview of Batterer Intervention Programs**

The following information is presented to give an understanding of the essential theoretical perspective on which these standards are based.

- Violence is part of an effective strategy for creating and maintaining domination and control at home, work, and in public.
- Battering within an intimate relationship is a systematic pattern of physical, sexual, and psychological abuse predominantly directed by men against women, and often children and pets. Rather than a series of independent acts or events, it is most often part of a process by which the batterer maintains control and domination over the victim.
- Underlying issues of psychiatric disorder, mental health issues, drug and alcohol abuse, childhood trauma, etc. may be present in batterers and treated appropriately, but those treatments should not substitute for batterer intervention. In rare cases, the mental health professional and batterer intervention provider may determine a batterer is not appropriate for batterer intervention and recommend other treatment first, which will then enable the batterer to later participate in an intervention program.
- Domestic violence and battering are analogous terms. Abuse refers to specific categories of tactics used by a batterer such as, economic abuse, emotional or psychological abuse, sexual abuse, etc.
- Battering crosses all social categories, including race, ethnicity, education levels, social and economic classes, sexual orientation, religions, and physical and mental abilities.
- Battering causes fear and may result in profound psychological damage, permanent injury, or death.
- Battering has adverse long-term psychological, emotional, physical, and economic effects on

all family members and affects the community at large.

- Children who grow up in violent homes have higher risks for behavioral problems, including suicide, substance abuse, and juvenile delinquency; boys who witness battering are more likely to batter their female partners as adults than boys raised in non-violent homes.
- There is a high co-occurrence of child abuse and partner abuse.
- Battering may escalate over time, increasing in frequency and severity. Dangerousness is impacted by many factors.
- Battering contributes to the overwhelming state of violence in our society and is frequently related to other forms of violence including gang violence, homicide, drug crimes, hate crimes, and child abuse.
- Batterers strongly defend their violence by denying, minimizing, blaming, justifying, and rationalizing their behavior. They often appear logical and rational when convincing others of their innocence.
- Battering involves choices by batterers and they must choose to be non-violent and non-abusive in order to ensure the safety of their victims/partners.

### **III. Standards**

#### **A. Framework**

1. Batterer intervention programs shall operate within a framework of the following fundamental tenets:
  - a. Batterer intervention programs shall, above all, be committed to the safety of victims of domestic violence and their children.
  - b. Battering is a pattern of behavior, not a singular event.
  - c. Battering is not an addiction or disease.
  - d. Batterers are not powerless over "persons, places, or things".
  - e. "Codependency " and "enabling" are inaccurate, inappropriate and victim blaming terms for survivors of battering.
  - f. Batterers are solely responsible for their violence and abuse.
  - g. Batterers must be held accountable for their violence and abuse.
  - h. Alcohol and substance abuse do not diminish their responsibility for battering and are not causal agents for violent behavior. However, because alcohol and drug abuse is an aggravating factor, it should be addressed.

- i. Batterer intervention services may provide factual information, but must never take on an advocacy role for batterers in the legal arena due to the inherent possibility of collusion.
- j. “Family” and “couples” interventions to address batterers’ battering behavior are not appropriate as the primary intervention and should never be used in the following circumstances: 1) in the beginning stages of the intervention program, or 2) while violence is still occurring.

## **B. Program Goals**

1. Batterer intervention programs should focus on interrupting, avoiding, and ending violence and abuse and on the batterer’s capacity to change.
2. Batterer intervention programs shall utilize the following goals in program Implementation:
  - a. To increase the safety of victims, family members, and the community as a whole.
  - b. To enable the batterer to understand that acts of violence, abuse and use of domination and privilege are a means of controlling the victim's actions, thoughts and feelings.
  - c. To encourage the batterer to acknowledge the battering and recognize it as a behavior choice, and to accept responsibility for its impact on the victim and others.
  - d. To increase the batterer's willingness to change the battering behavior by examining the negative effects of the behavior on all relationships with the victim, children, friends, community, and self.
  - e. To expand the batterer's understanding of the cause of personal violence and battering by examining the cultural, social, and personal factors that influence choice to be violent.
  - f. To teach the batterer practical skills for non-controlling and non-violent ways of relating in interpersonal relationships.
  - g. To encourage the batterer to become accountable to those who are battered, children, and/or others who are impacted, to take whatever actions are necessary to comply with the safety needs of the victim(s) and to make reparations for the effects of the battering.

## **IV. Essential Elements of a Program**

### **A. Elements**

1. Program intervention methodology shall primarily consist of the group processing approach using education and intervention since groups:
  - a. Provide greater opportunity for confrontation and accountability than does individual work,

- b. Are more successful in decreasing the batterer's isolation and dependence on their partner, and
  - c. Are more cost effective.
2. The program shall challenge the batterer's belief system of domination and control.
3. Violence shall not be condoned under any circumstances. Abusive behaviors, intentional or unintentional, shall be challenged and reported to the court or appropriate authorities.
4. The program shall maintain the philosophical beliefs that:
  - a. Criminal consequences may result from battering behavior
  - b. Batterers choose to be abusive
  - c. The batterer shall be held accountable for personal actions and violence
5. Payment is an indicator of responsibility. The batterer shall assume financial responsibility for the intervention. It is suggested that fees be based on a batterer's ability to pay (i.e., sliding scale), thus enabling the batterer to afford the program.
6. Couples counseling, family counseling, marital counseling, pastoral counseling or mediation may be used only as an adjunct to the primary program, and only after careful screening.

## **V. Program Role in Community**

### **A. Community-wide Coordination**

1. The program shall not exist in isolation and shall have a responsibility for developing a community-based approach. The program shall work in cooperation with the victim services and domestic violence programs as well as with other key agencies such as courts, prosecutors, law enforcement and probation officers. It is also recommended that programs participate in domestic violence community response initiatives.
2. The program shall have linkages with other service providers in order to make appropriate referrals.
3. The role of the program within the criminal justice system shall be either a diversion or post-conviction sentencing condition. When mandated by the court, the program can provide pre-conviction services with a warning that services provided pre-conviction could impact the accuracy of the assessment and the effectiveness of the intervention.
4. Batterer intervention programs shall develop relationships with the judicial system to increase offender accountability. Batterer intervention programs should provide the judicial system with information regarding the intervention program and batterers of domestic violence.



## **B. Victim Service Program**

1. Programs shall attempt to establish cooperative relationships with local domestic violence victim service programs in order to ensure support, information and advocacy for victims. Some examples are: participating in cross-training efforts, creating cooperative outreach efforts, or signing a collaboration agreement.
2. Services to partners/victims shall be provided as a separate and distinct service and not only as a part of the batterer intervention program.
3. Batterer intervention programs should not be the primary resource to victims of domestic violence. This does not suspend the batterer intervention program of its duties to provide safety and referral services to victims.

## **VI. Technical Considerations**

**Treatment for substance abuse and other problems, which may be deemed necessary as a part of a total intervention program, does not replace intervention for domestic violence. It is understood that intervention may require more than confronting and educating batterers on violent and/or battering behavior and may include referrals to develop a sober and drug free lifestyle, social skills, self-esteem, employment training, mental health treatment and parenting skills.**

### **A. Selection of Participants**

1. Intervention is appropriate when there is reason to believe that an individual is controlling and/or abusive in an interpersonal relationship(s). The assessment process is essential and should be designed to identify those who use abusive tactics in an attempt to control and disempower their victim/partner. Those who do not fit this category should not be recommended for batterer intervention programs.
2. The batterer intervention program shall accept only those participants assessed as appropriate.

### **B. Assessment of Batterer Participants**

1. The program shall assess individuals prior to accepting them into a batterer intervention program. The program shall use the Kansas Attorney General Domestic Violence Offender Assessment (KDVOA) to make this determination. The program shall receive training from the Office of the Attorney General on the KDVOA prior to its use, and follow instructions.
2. The process of assessing a batterer shall continue after the batterer has been allowed to enter the intervention program. If at any time the individual is determined to not be appropriate for batterer intervention, action should be taken to refer for appropriate services. If it is determined through ongoing assessment that additional services are needed, the action to extend or change services needs to be reported to the referring agency.

### **C. Expectation of Batterer Participation**

1. After reviewing the program rules, the batterer must sign an agreement that includes the rules, goals, responsibilities, confidentiality restrictions, and fees. This agreement should also include a statement that all information they have given is true, correct, and current. Withholding or giving false information and not informing the program of any changes may result in termination and referral back to the court or referring agency.
2. For continued participation and completion of the program, the minimum standard for batterer participation shall include:
  - a. Attendance at sessions;
  - b. Attitude and cooperation with program rules;
  - c. Active participation;
  - d. Freedom from violent and abusive behavior. Note: coordination with law enforcement, probation, and victims is necessary to determine the batterer's freedom from violence, and;
  - e. Compliance with financial responsibility.

### **D. Group Participants**

1. Composition of the groups shall be restricted to batterers of domestic violence.
2. Great caution and professional judgment should be used in combining male and female participants. It requires programmatic components that ensure all participants' needs are met. If combining these participants, programs must have a curriculum and structure that meets the needs of all participants. This includes, but is not limited to having two group facilitators, with one being female.
3. Combining participants who were referred due to battering their intimate partner with those who were referred due to abuse of their children requires programmatic components that ensure all participants' needs are met. If combining these participants, programs must have a curriculum and structure that meets the needs of both types of participants.

### **E. Facilitation**

1. It is best practice to have co-facilitators. For the purpose of modeling healthy egalitarian relationships, reducing the potential for collusion, and to monitor the group process, groups should be co-facilitated by one male and one female facilitator, when possible. When a group consists of both male and female participants it is required to have two group facilitators, with one being female.
2. The size of each group shall not exceed 20 batterers. A group of 8 to 15 batterers is preferred.
3. Conditions imposed on batterers. The program shall have the responsibility to impose any reasonable conditions on participation in the intervention program that it deems appropriate.

## **F. Curriculum**

1. Each program shall have specific written curriculum incorporating a cognitive-behavioral approach, which includes a minimum of the following:
  - a. Identification, discussion, confrontation and change of abusive and controlling behavior to victims, including partner and children. All forms of domestic violence shall be identified and challenged, with specific attention to physical, emotional, verbal, mental, sexual and economic abuse, as well as intimidation and the destruction or damage of pets or property. Other methods of control shall be included.
  - b. Identification and discussion of the effects battering has on victims, including children who witness such violence. The short and long term effects of abuse and violence are to be presented. Batterers shall be expected to take responsibility for creating these consequences. The goal of these exercises shall be to build empathy.
  - c. Confrontation of excuses for battering. This shall include a philosophical stance that violence and abuse are the sole responsibility and choice of the batterer, and are never justified.
  - d. Identification and discussion of non-cooperative and abusive forms of communication and quick fix responses.
  - e. Identification and practice of cooperative and non-abusive forms of communication, positive communication skills, long term solutions and responsible ways of treating partners, children, and others.
  - f. Identification of cultural and social influences that contribute to battering behavior. The program shall not allow these issues to excuse or justify individual responsibility of abuse and violence.

## **G. Prohibited Practices**

1. Batterer intervention programs shall not use the following intervention approaches.
  - a. **Victim Blaming:**  
Any intervention approach that blames the victim or places the victim in danger is prohibited. There is no behavior on the part of the victim which causes or excuses abuse. Batterers bear sole responsibility for their actions.
  - b. **Victim Coercion or Mandates:**  
Any approach that coerces or mandates participation of the victim is inappropriate.
  - c. **Couples, Marriage or Family Therapy:**  
Couples, marriage or family therapy is prohibited as the primary curriculum.
  - d. **Circular Process or Family Systems Approach:**  
Any approach that uses a systems theory model that treats the violence as a mutually circular process, or any other model that minimizes the responsibility of the batterer and places responsibility for the violence upon the victim is prohibited.

- e. **Addiction Models:**  
Addiction counseling models, which identify the violence as an addiction and the victim and children as enabling or codependent in the violence, are prohibited.
- f. **Containment Approaches:**  
Any approach that attempts to use containment methods in an attempt to de-escalate the violence is prohibited.
- g. **Impulse control Models:**  
Use of theories or techniques that identify poor impulse control as the primary cause of violence is prohibited.
- h. **Psychopathology:**  
Any approach that identifies psychopathology on the part of either party as the primary cause of violence is prohibited.

## **H. Restricted Practices**

1. Batterer intervention program shall not use the following techniques as primary educational approaches.
  - a. Psychodynamic interventions that link violence to past experience and unconscious motivation may not be used as the program's primary experience approach. This may be used as one technique within a broader educational approach.
  - b. Communication enhancement or anger management techniques may not be used as the program's primary educational approach. This may be used as one technique within an educational approach described in these standards.
  - c. Fair fighting techniques, getting in touch with emotions or alternatives to violence and non-threatening ventilation techniques may not be used as the program's primary educational approach. This may be used as one technique within a broader educational approach.

## **I. Batterer Confidentiality and Safety Checks**

1. Victim safety and batterer accountability are central to effective batterer intervention programs. Therefore, confidentiality is limited. Programs must advise batterers of the specific limitations of confidentiality. Programs must also keep in mind that victim safety is paramount to all information sharing. The information that must be made available to courts, appropriate authorities, victims, previous victims, partners, and ex-partners includes, but is not limited to, assessment findings, attendance, any use of violence or threats, reasons for suspension or termination, recommendations, and completion from the program.
2. Probation and parole violations must be reported to the appropriate authorities.
3. To facilitate necessary communication for periodic safety checks and case monitoring the program shall require the batterer to sign the following releases:
  - a. Inform the victims and if unavailable, the victims advocate within 24-hours that the batterer is assessed for admission in the program.

- b. Provide information for safety purposes to the victim and if unavailable, the victim advocate within 24-hours of assessment. If no victim advocate, provider must document attempts made.
  - c. Prior and current treatment agencies to provide information on the batterer.
  - d. Provide information on the batterer to relevant legal entities including the Courts, parole and probation officers, community corrections, and court services.
  - e. Provide information to any person whose safety appears to be at risk from the batterer's potential violence and lethality, i.e. the current and past intimate partner.
  - f. The program is permitted to disclose information to the court or to litigants regarding a batterer when his/her heir, executors or administrators file suit of complaint against the batterer intervention program which arises out of, or is connected with, the intervention rendered or denied to such batterer by the program.
4. Programs may require a batterer to sign additional releases including, but not limited to:
- a. Provide the victim and if unavailable, the victim advocate within 24-hours, periodic updates regarding the batterer's participation.
  - b. Discuss group attendance arrangements with the batterer's current employer.

## **J. Length of Program**

1. The program shall be a minimum of 24 weekly group sessions. Intake and orientation are in addition to these sessions. Each session shall be a minimum of 90 minutes, and not exceed 2 hours. Completion of the program shall not be based on the completion of 24 weeks alone—but based on the demonstration of goal completion and skill acquisition as determined by the program.

## **K. Victim Notification**

1. Upon admission of the batterer, the intervention program shall attempt to notify the victim in a face-to-face interview if the victim permits such contact. Attempts to notify victims in face-to-face contact must be documented. Phone and mail contact may be used only after assessing victim safety or if the victim does not permit a face-to-face interview. The contact should provide:
  - a. The purpose of the program
  - b. The procedure for reporting further offenses
  - c. A preliminary assessment for the victim's own use in determining risk
  - d. Limitations of the program
  - e. Resource information regarding victim services
  - f. Opportunity for the victim to provide input in the assessment process.

2. Programs shall, either directly or through a domestic violence victim service program, assist victims in developing a safety plan. If the victim cannot be contacted, the responsible program should be able to document at least three attempts to contact the victim. If it is necessary for the batterer intervention program staff to assist the victim, they should receive training in safety planning development from the Kansas Coalition against Sexual and Domestic Violence or a member domestic violence victim service program in safety plan development.

#### **L. Notification of Batterer's Progress**

1. The intervention program shall notify victims of any change in the status of the batterer within the program, including the denial of admission or termination of the batterer from the program. Batterer intervention programs may also notify victims of the batterer's completion of the program and any recommendations.

#### **M. Notification of Safety Concerns**

1. The intervention program shall have a written policy, which ensures that any potential victim of a batterer in the program is warned regarding any threats to his/her life within at least 24 hours. If the victim cannot be contacted, it must be documented that all reasonable avenues to contact the victim have been exhausted. In addition to notifying the victim, appropriate reports should be made to law enforcement and/or the courts when prudent.

### **VII. Victim Involvement**

#### **A. Victim Generated Information and Participation**

1. Victims shall not be obligated to participate in any way in the intervention program with the batterer. The role of the victim in relation to the program shall be solely that of providing information. Information shared by the victim shall be used only with the victim's documented consent and only after a discussion of the victim's safety pertaining to the disclosure of the information shared and after authorization is given from the victim. The victim has the right to refuse further information about the batterer.

### **VIII. Public Relations Efforts**

#### **A. Public Statements and Materials**

1. Batterer intervention programs shall consult with a domestic violence victim service program in the development of any public relations material pertaining to domestic violence.

## **IX. Research**

### **A. Notice of Research**

1. The Office of the Attorney General shall be notified of all research studies done with certified batterer intervention programs to ensure that the research design accounts for victim safety and supports best practice.

## **X. Agency Structure**

### **A. Supplemental Requirements**

1. The agency/organization shall offer an environment conducive to safe business practices that shall include, but not be limited to:
  - a. Proof of insurance (general/professional liability, fire, etc.).
  - b. Policies and procedures addressing employee safety such as when entering or leaving the premises, being alone with offenders, etc.
  - c. Policies and procedures addressing the presence of weapons on the premises, including any parking areas.
2. The location of the batterer intervention program must not create additional safety concerns for victims.

## **XI. Personnel Qualifications**

Batterers are a separate category of offenders that require specialized training for appropriate management and intervention.

### **A. Employees**

1. No program shall hire any individual who has been:
  - a. A batterer of domestic violence or abuse: unless the program director is satisfied that the candidate has successfully completed an intervention program and remained violence free. In order for a batterer to be a primary facilitator they must be free from any criminal convictions, diversions, or similar agreements in his/her life for the preceding five (5) and co-facilitators for the preceding two (2) years. They must have a clear and present view of the focus of the program and what is expected of them. The program must also seek input from the candidate, victims and partners and the intervention program the individual completed. When such input is not available, attempts to obtain it must be documented.
  - b. A victim of domestic violence; unless the program director is satisfied that the candidate has successfully dealt with issues related to the domestic violence. The candidate must be free of violence, battering relationships and free from relevant criminal convictions, and

have a clear and present view of the focus of the program and what would be expected of them.

2. All new staff members or current staff shall be required to sign a statement they are violence free, as stated in the previous section. This statement should include a list of specific behaviors that disqualifies them for employment.
3. The program shall have a policy which seeks to ensure that staff employed by the program shall not abuse alcohol, use illicit drugs or abuse prescription drugs and never allow alcohol or drugs to impair their individual ability to function in a responsible and professional manner while performing work duties.
4. Staff members employed by the program shall have a background free of conduct that bears adversely on his/her ability to provide required services. Staff shall not engage in conduct resulting in a criminal conviction, or any other conduct, criminal or otherwise, deemed to impair the individual's ability to provide services or which jeopardizes the purposes of the program.
5. Any staff member of the program who has allegedly engaged in conduct described above shall be placed in a position which involves no contact with either batterers or victims of domestic violence until it can be verified that such charges are unsubstantiated.
6. The program shall have a written ethics policy covering unprofessional conduct as defined in K.A.R. 16-12-2.

## **XII. Training Requirements for Program Staff**

### **A. Training/Experience of Facilitators**

1. Each facilitator must have experience and training in interpersonal skills, group dynamics and specific issues in domestic violence as it relates to both victims and batterers.
  - a. Primary facilitators must have:
    - i. A baccalaureate degree or two years of experience involving direct contact work with victims and/or batterers, AND
    - ii. 40 hours of direct, face-to-face co-facilitating experience in batterer intervention groups, AND
    - iii. 40 hours of domestic violence specific training that is approved by the Office of the Attorney General including, but not limited to: facilitation skills with batterer intervention groups (15 hours), completing the KDVOA (6 hours), completing victim contacts in a batterer intervention program (6 hours). Additional training hours may be completed on: dynamics of domestic violence, legal issues surrounding domestic violence, characteristics of batterers, victim safety and sensitivity to victims
2. Facilitators shall be able to provide documentation of their qualifying training.



## **B. Training/Experience of Co-facilitators**

1. Co-facilitators must have experience and training in specific issues in domestic violence as it relates to both victims and batterers.
  - a. Co-facilitators must complete the following:
    - i. 40 hours of domestic violence specific training that is approved by the Office of the Attorney General including, but not limited to: facilitation skills with batterer intervention groups (15 hours), completing the KDVOA (6 hours), completing victim contacts in a batterer intervention program (6 hours). Additional training hours may be completed on: dynamics of domestic violence, legal issues surrounding domestic violence, characteristics of batterers, victim safety and sensitivity to victims
2. After initial certification is granted to a program, any new co-facilitator must complete the 40 hours of training within the first year of co-facilitation.
3. Facilitators shall be able to provide documentation of their qualifying training.

## **C. Training/Experience of Program Supervisors, Coordinators, or Directors:**

1. Except as provided further, the program director, supervisor, or coordinator of any batterer intervention program shall be licensed to practice in Kansas as a licensed psychologist, licensed baccalaureate social worker, licensed master social worker, licensed specialist clinical social worker, licensed marriage and family therapist, licensed clinical marriage and family therapist, licensed addiction counselor, licensed clinical addiction counselor, licensed professional counselor, licensed clinical professional counselor, licensed masters level psychologist or licensed clinical psychotherapist.
2. Program directors, supervisors, coordinators, immediately prior to January 1, 2013, may continue if such person remains employed or contracted by the same program, and the program remains a certified program
3. Program directors, supervisors or coordinators shall have an additional two years of intensive work experience in domestic violence.
4. Program directors, supervisors, or coordinators must have:
  - a. 40 hours of domestic violence specific training that is approved by the Office of the Attorney General including, but not limited to: facilitation skills with batterer intervention groups (15 hours), completing the KDVOA (6 hours), and completing victim contacts in a batterer intervention program (6 hours). Additional training hours may include but are not limited to: dynamics of domestic violence, legal issues surrounding domestic violence, characteristics of batterers, victim safety, sensitivity to victims, and the supervisor's role in batterer intervention programs. This training must be approved by the Office of the Attorney General.
5. Program directors, supervisors or coordinators shall be able to provide documentation of their qualifying education and training.

#### **D. Training/Experience Requirements for Assessors**

1. The KDVOA shall be completed by an individual who is licensed to practice in Kansas as a licensed psychologist, licensed baccalaureate social worker, licensed master social worker, licensed specialist clinical social worker, licensed marriage and family therapist, licensed addiction counselor, licensed clinical addiction counselor, licensed clinical marriage and family therapist, licensed professional counselor, licensed masters level psychologist or licensed clinical psychotherapist, or:
2. Any person who is not licensed and who is completing domestic violence offender assessments as an employee of or volunteer for a batterer intervention program immediately prior to January 1, 2013, may continue to complete such assessments on and after January 1, 2013, if such program remains a certified batterer intervention program. When such person is no longer an employee of or volunteer for the program in which they were employed or volunteering immediately prior to January 1, 2013, such person shall not be allowed to complete the Kansas domestic violence offender assessment for any certified batterer intervention program without meeting the license requirements prescribed above.
3. Training for assessors must include:
  - i. 25 hours of domestic violence specific training that is approved by the Office of the Attorney General including, but not limited to: completing the KDVOA (6 hours) and completing victim contacts in a batterer intervention program (6 hours). Additional training hours may be completed on: dynamics of domestic violence, legal issues surrounding domestic violence, characteristics of batterers, victim safety and sensitivity to victims; and
  - ii. Observation of 4 group sessions (or a minimum of 6 hours) of BIP group from a Kansas certified batterer intervention program. Documentation of completion must be provided and shall include: the dates of observation and the name, agency, and signature of the primary facilitator; and.
  - iii. the completion of 3 assessments which are reviewed by an experienced assessor from a Kansas certified batterer intervention program. Documentation of completion must be provided and shall include: the date the assessment was completed, the date reviewed, and the name, agency and signature of the reviewer.

#### **E. Continuing Education Requirements:**

1. Each agent or employee must complete twelve (12) hours of domestic violence specific continuing education during each two year renewal period, except that new agents or employees who join the program after initial certification are not required to earn continuing education credits until the first full renewal period they are with the program.
2. Content of continuing education training shall be oriented to the enhancement of a batterer intervention program agent or employee's practice, values, ethics, skills, or knowledge.
3. Content of continuing education must be approved by the Attorney General.

## **XIII. Conflict of Interest**

It is important that both actual and apparent conflicts of interest among assessment providers, batterer intervention programs, and concurrent treatment providers be avoided.

### **A. Avoidance of Conflict of Interest Issues**

1. Batterer intervention program staff shall be neutral and detached from direct power of court referral of batterers to intervention programs.
2. Batterer intervention personnel must not be working in other employment that would likely create a conflict of interest.

*The development of this document was funded or partially funded by the Federal S.T.O.P. Violence Against Women Act Grant Program as administered by the Kansas Governor's Grants Program. The opinions, findings and conclusions, or recommendations expressed in this publication, program, or exhibition are those of the author(s) and do not necessarily reflect the views of the Office of the Kansas Governor or the U.S. Department of Justice, Office on Violence Against Women.*