



EMPLOYEE ASSISTANCE OF THE PACIFIC, LLC

EAP & PAP Newsletter

October 2021

DOMESTIC VIOLENCE & ABUSE

We are starting to see the impact of the global pandemic on issues related to Domestic Violence. Sheltering In Place with an abuser does not magically make things better. Increased alcohol consumption while working from home or unemployed does not help either. We wanted to remind you:

No one deserves to be abused.

Help is available.

Domestic abuse can be defined as a pattern of behavior in ANY relationship that is used to gain power and control over someone. Domestic abuse can happen to anyone of any race, age, sexual orientation, religion, or gender. It is not limited to married couples. It is not limited to men hurting women. Victims may be children, other relatives, or any household member.

Abuse can be a pattern or collection of behaviors of:

Emotional abuse

Psychological abuse

Financial abuse

Physical Abuse

Sexual Abuse

RECOGNIZE THE SIGNS:

(Domestic abuse is not limited to these examples, but some are typical)

DO YOU:

- Feel less and less in charge of your own life
- Believe they will eventually change if you stay
- Walk on eggshells and stay silent to stay safe
- Never tell anyone what is going on
- Fear getting help because of financial control or fear of retribution
- Question your own sanity
- Feel as if you are losing your own life bit by bit
- Fear for your children if you challenge the abuser

[continued]

GASLIGHTING

People are talking more these days about the term "gaslighting" (and not just by politicians). This is defined as behavior that makes someone question their reality, doubt their perceptions/senses/thoughts/experiences/feelings/memories as valid. The goal is to keep the victim so busy defending themselves and emotional distraught that they are distanced from the gaslighter's own behavior:

- "That never happened, you're crazy."
- "You have such a bad memory."
- "It's all in your head, nothing happened."
- "If you were paying attention..."
- "I guess I'll have to repeat myself since you can't remember."
- "You need to learn to communicate better."
- "Don't you think you're over-reacting?"
- "You're just over-sensitive and irrational."
- "If you really loved me..."
- "It's your fault I cheated (hit you, took your money, etc.)"
- "You're too emotional, no one else would love you."
- "Your friends are idiots."
- "I'm not angry, what are you talking about?"
- "You're so thin-skinned. I was kidding."
- "Stop taking everything I say so seriously."
- "This is why no one likes you."
- "You're reading too much into this."

If you think you are being gaslighted and need some neutral suggestions, give the EAP a call!



EMPLOYEE ASSISTANCE OF THE PACIFIC, LLC

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EMPLOYEE ASSISTANCE OF THE PACIFIC, LLC

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Honolulu, HI 96814

Counselors are available across Hawaii.

Legal/Financial/Eldercare/ID Theft/Mediation Consultation is also available.

EMPLOYEE ASSISTANCE OF THE PACIFIC, LLC



Physician Assistance Program

(808) 597-8229

Toll-Free (877) 597-8222

www.HawaiiPAP.com

Domestic Violence & Abuse (continued)

DO THEY:

- Embarrass or make fun of you in front of strangers, friends, or family?
- Belittle your accomplishments or work
- Isolate you
- Gaslight or play mind games
- Keep you away from money
- Physically hurt you
- Accuse you of cheating
- Threaten you with weapons
- Stalk you
- Blame you for their violence
- Force you to have sex or pressure you sexually
- Make you feel like you cannot make decisions alone
- Use intimidation or threats to control you
- Tell you that you are nothing without them
- Treat you physically rough—grab, push, pinch, shove, hit, choke, slap
- Blame drugs or alcohol for abusing you
- Make you feel helpless and trapped

WHAT YOU CAN DO:

Remind yourself **NO ONE DESERVES TO BE ABUSED. EVER.**

And you are not alone.

There are multiple agencies, laws, people, friends, and professionals who will believe you and help you:

IF THIS IS AN EMERGENCY: CALL 911!

(Hawaii) Domestic Violence Action Center
(800) 690-6200 <https://stoptheviolence.org>

National Domestic Violence Hotline
(800) 799-SAFE (7233) <https://www.thehotline.org>

Hawaii State Coalition Against Domestic Violence: <https://www.hscadv.org>

Employee Assistance of the Pacific: (808) 597-8222

Articles On Our Website

Did you know about all the resources available to you from your EAP's website? Here are a few examples:



5 TIPS FOR WORKING FROM HOME STRESS-FREE (PARENT'S EDITION)

This is an article written by James E. Porter, CEO of StressStop.com and is used by permission. When I started...

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SUPPORTING TRANSGENDER, NON-BINARY, AND/OR GENDER NONCONFORMING EMPLOYEES

Making the workplace an inclusive and affirming place for employees who are transgender, non-binary, and/or gender nonconforming...

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8 SIMPLE WAYS TO CREATE A MENTALLY HEALTHY WORKPLACE

Many business leaders assume an employee's mental health is none of their business. But...

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MINDFUL EATING

Mindfulness simply means paying attention. A downloadable handy tool to help you eat more mindfully.

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SIGN UP FOR 52 WEEKS OF WELL-BEING

You can sign up to receive weekly emailed tips for a year that help you build your resiliency. Written by our own Dr. Vali Hawkins-Mitchell...

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Check out your EAP's website at
www.EAPacific.com

Or your PAP website at www.HawaiiPAP.com

Please note that work/life services (legal, financial, eldercare, ID theft, mediation) are available to most, but not all, EAP customers. Call us if you have a question.

EAP and PAP provide short-term confidential counseling and work/life services, provided to you by your employer, that can assist in identifying and resolving issues that may be interfering with your job or personal life. Access to our experienced counselors and work/life services is available across the Islands and can be contacted by phoning or emailing our Honolulu office.



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