An Information Guide for Women

Distributed by State Representative

Phil GiaQuinta

1-800-382-9842 | in.gov/H80

www.facebook.com/inhousedems

@inhsedems @inhousedemocrats

Overview

This free publication, *An Information Guide for Women*, provides the details of government programs and related resources that pertain to the lives of women in Indiana.

General Resources.....Page 4

Health and Safety.....Page 5

Women with Children.....Page 11

Work and Education.....Page 17

Women Veterans.....Page 22

Indiana House of Representatives
Democratic Caucus
Office of Publications
200 W. Washington St.
Indianapolis, IN 46204

For additional copies, please call
1-800-382-9842
(toll-free within Indiana)

Updated March 2023

Indiana 211 Partnership

Indiana 211 Partnership, Inc. (IN211) is a nonprofit 501(c)3 organization dedicated to providing the 2-1-1 information and referral service for Indiana. The goal is that anyone in Indiana in need of human services will have quick referrals to those who provide them.

2-1-1 telephone service is available in all 92 Indiana counties. The service is free, confidential and available 24 hours a day / 7 days a week. By calling 2-1-1 you can learn about resources in your community that provide assistance with housing, food, shelter, employment, education, mental health, transportation, disaster services, and more.

Indiana 211 hosts an experienced, responsive, and compassionate team of Community Navigators who are skilled at actively listening and identifying needs and providing referrals that best meet those needs. You can connect to a Community Navigator by texting your ZIP code to **898-211**.

Indiana 211 Partnership is also available via email at **in211info@fssa.in.gov** or online at **in211.org**.

Indiana Commission for Women

The Indiana Commission for Women (ICW) exists to voice women's needs, concerns and challenges as well as celebrate their successes and contributions to Indiana. ICW is committed to the full participation of women in all aspects of society in order to make Indiana a better place to live, work and raise a family. Our mission is to understand the needs of Indiana Women and their families, and to work strategically both within government and in our communities to help bring about positive solutions.

The Indiana Commission for Women's website provides links to hundred of resources for health-related issues, work-based issues, caregiving, violence against women, leadership, housing, education, youth issues, senior issues and more.

Indiana Commission for Women
100 N Senate Ave, Room N300
Indianapolis, IN 46204
317-232-6720
www.in.gov/icw

Indiana Women's History Resources

The Indiana Historical Bureau provides a list of women's history resources. It lists collections, primary sources, digital resources, and links to podcasts and blogs that detail the history of women in Indiana. The list is available at **in.gov/history/Hoosier-women-at-work/womens-history-resources/**.

Indiana Historical Bureau
140 North Senate Avenue, Room 130
Indianapolis, Indiana 46204-2296
317-232-2535
IHB@history.in.gov

Health and Safety

Indiana Suicide Prevention Organizations

National Suicide Prevention Lifeline: 988 or 1 - 800 - 273 - TALK (8255)

Teen Suicide Hotline: 1 - 800 - SUICIDE (784-2433)

Indiana State Suicide Prevention
The Family and Social Services Administration (FSSA) Division of Mental Health and Addiction (DMHA) facilitates the State of Indiana Suicide Prevention Task Force and is charged with developing a state suicide prevention plan. This task force is comprised of representatives from 10 organizations, including membership from other state agencies such as the Indiana State Department of Health and the Indiana Department of Education, in addition to community organizations whose focus is on providing mental health services and suicide prevention efforts. For more information, visit the Indiana State Suicide Prevention Task Force at **in.gov/issp**.

Mental Health America of Indiana
Works for Indiana's mental health and victory over mental illness through education, advocacy, and direct services.

1431 North Delaware Street
Indianapolis, IN 46202
(317) 638 - 3501
mhai.net

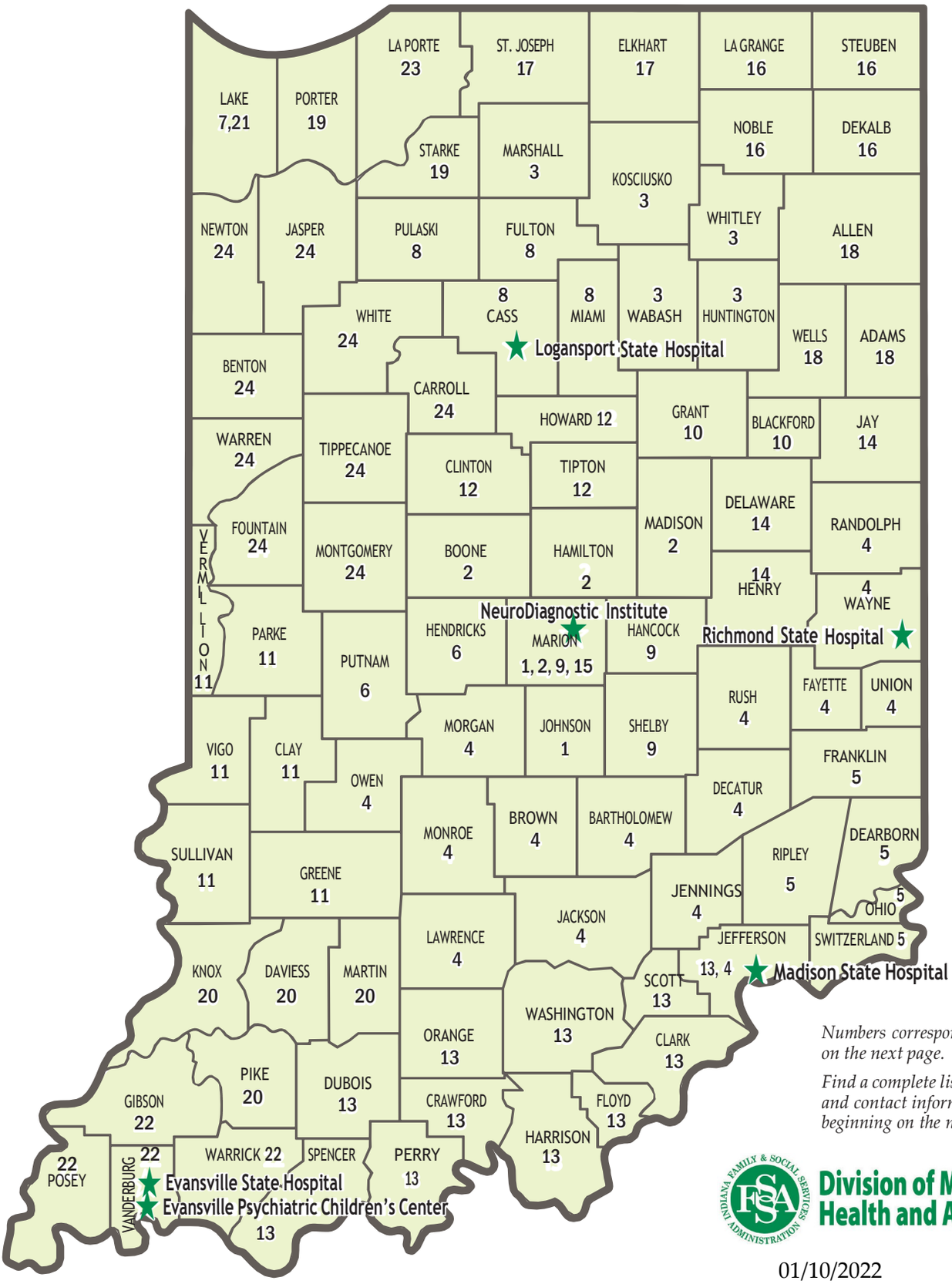
Mental Health and Addiction Services

The Division of Mental Health and Addiction (DMHA) provides policy oversight for the publicly-funded mental health and addiction services system. DMHA operates six state psychiatric hospitals and contracts with community mental health centers as well as child and addiction treatment providers to offer a full continuum of mental health and addiction treatment services.

Division of Mental Health and Addiction

Indiana Family & Social Services Administration

State Psychiatric Hospitals and Community Mental Health Centers



Numbers correspond to the list on the next page.

Find a complete list of offices and contact information beginning on the next page.

Division of Mental Health and Addiction

01/10/2022 M0002

Division of Mental Health and Addiction

Indiana Family & Social Services Administration

State Psychiatric Hospitals and Community Mental Health Centers

State Psychiatric Hospitals

Evansville Psychiatric Children's Center
3300 E. Morgan Ave.
Evansville, IN 47715
812-477-6436

Evansville State Hospital
3400 Lincoln Ave.
Evansville, IN 47714
812-469-6800

NeuroDiagnostic Institute and Advanced Treatment Center
5435 16th St.
Indianapolis, IN 46218
317-941-4000

Logansport State Hospital
1098 S. State Road 25
Logansport, IN 46947
574-722-4141

Madison State Hospital
711 Green Road
Madison, IN 47250
812-265-2611

Richmond State Hospital
498 N.W. 18th St.
Richmond, IN 47374
765-966-0511

Community Mental Health Centers

1. **Adult & Child Mental Health Center, Inc.**
   317-882-5122 (Office)
   877-882-5122 (Crisis)
   http://adultandchild.org/

2. **Aspire Indiana, Inc.**
   317-574-1254 (Office)
   800-560-4038 (Crisis)
   https://www.aspireindiana.org/

3. **Otis R. Bowen Center for Human Services, Inc.**
   Bowen Center
   574-267-7169 (Office)
   800-342-5653 (Crisis)
   http://bowencenter.org/

4. **Centerstone of Indiana, Inc.**
   812-337-2350 (Office)
   800-832-5442 (Crisis)
   https://centerstone.org/

5. **Community Mental Health Center, Inc. (Lawrenceburg)**
   812-537-1302 (Office)
   877-849-1248 (Crisis)
   http://www.cmhcinc.org/

6. **Cummins Behavioral Health Systems, Inc.**
   888-714-1927 (Office)
   888-714-1927 (Crisis)
   https://cumminsbhs.org/

7. **Edgewater Systems for Balanced Living, Inc.**
   219-885-4264 (Office)
   219-240-8615 (Crisis)
   https://edgewaterhealth.org/

8. **Four County Comprehensive Mental Health Center**
   Four County Counseling Center
   574-722-5151 (Office)
   800-552-3106 (Crisis)
   https://fourcounty.org

Division of Mental Health and Addiction

Indiana Family & Social Services Administration

State Psychiatric Hospitals and Community Mental Health Centers

9. **Community Hospital of Indiana**
   Gallahue Mental Health Center
   317-621-7600 (Office)
   800-273-8255 (Crisis)
   https://www.ecommunity.com/

10. **Grant Blackford Mental Health, Inc.**
    765-662-3971 (Office)
    765-662-3971 (Crisis)
    http://www.cornerstone.org/

11. **Hamilton Center, Inc.**
    812-231-8350 (Office)
    800-742-0787 (Crisis)
    http://www.hamiltoncenter.org/

12. **Community Howard Regional Health (Kokomo)**
    765-453-8529 (Office)
    800-273-8255 (Crisis)
    https://www.ecommunity.com/locations/community-howard-regional-health

13. **LifeSpring, Inc.**
    812-280-2080 (Office)
    812-280-2080 (Crisis)
    http://www.lifespringhealthsystems.org

14. **Meridian Health Services Corp.**
    765-288-1928 (Office)
    800-333-2647 (Crisis)
    https://www.meridianhs.org/

15. **Sandra Eskenazi Mental Health Center**
    317-554-2704 (Office)
    317-880-8485 (Crisis)
    https://www.eskenazihealth.edu/mental-health

16. **Northeastern Center, Inc.**
    260-347-2453 (Office)
    800-790-0118 (Crisis)
    http://www.necmh.org/

17. **Oaklawn Psychiatric Center, Inc.**
    574-533-1234 (Office)
    574-533-1234 (Crisis)
    https://oaklawn.org/

18. **Park Center, Inc.**
    260-481-2700 (Office)
    260-471-9440 (Crisis)
    https://www.parkcenter.org/

19. **Porter-Starke Services, Inc.**
    219-531-3500 (Office)
    219-531-3500 (Crisis)
    http://www.porterstarke.org/

20. **Samaritan Center**
    812-886-6800 (Office)
    812-882-5220 (Crisis)
    https://www.gshvin.org/

21. **Southlake Community Mental Health Center, Inc.**
    Regional Mental Health Center
    219-769-4005 (Office)
    219-736-7200 (Crisis)
    http://www.regionalmentalhealth.org/index.html

22. **Southwestern Indiana Mental Health Center, Inc.**
    812-423-7791 (Office)
    812-422-1100 (Crisis)
    http://www.southwestern.org/

23. **Swanson Center**
    219-879-4621 (Office)
    855-325-6934 (Crisis)
    http://www.swansoncenter.org/

24. **Valley Oaks Health**
    765-446-6578 (Office)
    800-859-5553 (Crisis)
    https://www.valleyoaks.org/

ICADV Indiana Coalition Against Domestic Violence
Prevention • Awareness • Advocacy
Until the Violence Ends.

NOTICE OF VICTIM RIGHTS

IC 35-33-1-1.5 requires a law enforcement officer responding to the scene of a crime involving domestic or family violence to give the victim immediate and written notice of the following rights provided by law under IC 35-40

1. A victim has the right to be treated with fairness, dignity, and respect throughout the criminal justice process. (IC 35-40-5-1)

2. A victim has the right to be informed, upon request, when a person who is accused of committing or convicted of committing a crime perpetrated directly against the victim, is released from custody or has escaped. This includes release or escape from mental health facilities. (IC 35-40-5-2)

3. A victim has the right to have the victim's safety considered in determining release from custody of a person accused of committing a crime against the victim. (IC 35-40-5-4)

4. A victim has the right to information, upon request, about the disposition of the criminal case involving the victim or the conviction, sentence, and release of a person accused of committing a crime against the victim. (IC 35-40-5-8)

5. A victim has the right to be heard at any proceeding involving sentence or a post-conviction release decision. A victim's right to be heard may be exercised, at the victim's discretion, through an oral or written statement, or submission of a statement through audiotape or videotape. (IC 35-40-5-5)

6. A victim has the right to make a written or oral statement for use in preparation of the presentence report. The victim also has the right to read presentence reports relating to the crime committed against the victim in order that the victim can respond to the presentence report. (IC 35-40-5-6)

7. A victim has the right to confer with a representative of the prosecuting attorney's office after a crime allegedly committed against the victim has been charged; before the trial of a crime allegedly committed against the victim; and before any disposition of a criminal case involving the victim. This right applies in the following situations:
   - The alleged felony was directly committed against the victim.
   - The alleged felony or misdemeanor was an offense against the person, which includes the crimes of Battery, Domestic Battery, Aggravated Battery, Battery by Body Waste, Criminal Recklessness, Intimidation, Harassment, Invasion of Privacy, or Pointing a Firearm, and the alleged felony or misdemeanor was committed against the victim by a person who:
     a. is or was a spouse of the victim;
     b. is or was living as if a spouse of the victim;
     c. or has a child in common with the victim.
   - For other misdemeanors, a victim must file a request for notice, which includes a current telephone number and address. (IC 35-40-5-3)

8. A victim has the right to pursue an order of restitution and other civil remedies against the person convicted of a crime against the victim. (IC 35-40-5-7)

9. A victim has the right to be informed of the victim's constitutional and statutory rights. (IC 35-40-5-9)

For more information, visit the Indiana Coalition Against Domestic Violence at **icadvinc.org** *or call their 24-hour hotline at* **1-800-332-7385**.

Addiction Treatment for Women: A Priority

Women who suffer from addiction disorders present with unique social and economic barriers to successfully completing treatment. Gender impacts treatment retention, engagement and outcomes. The Division of Mental Health and Addiction (DMHA) is committed to educating the public about the unique treatment needs of women, highlighting gender specific resources available for clinicians, and making women's substance use disorder treatment a top priority.

DMHA wants to ensure that each pregnant woman in the State who seeks or is referred for and would benefit from addiction treatment services is given priority admission to treatment providers receiving DMHA funds. In the event that a treatment provider has insufficient capacity to provide treatment services to a pregnant woman, the provider is responsible for referring the woman to a treatment provider that has the capacity to provide treatment services; or will, if no treatment provider has the capacity to admit the woman, make available interim services, including prenatal services and other services necessary to assist in protecting the mother and unborn child.

If a pregnant woman does not receive priority admission to treatment and/or interim services within 48 hours, she may call the Consumer Service Line 1-800-901-1133 and request assistance from DMHA.

DMHA Service Provider Map is found by clicking on: http://www.in.gov/fssa/dmha/2578.htm

Women's Residential Addiction Providers:

Amethyst House, Inc.
645 N Walnut
Bloomington, IN 47402
Phone: (812) 336-3570
http://www.amethysthouse.org/

Southwestern Behavioral Health, Inc (Multiple locations)
415 Mulberry Street
Evansville, IN 47713
Phone: (812) 423 - 7791
Crisis: (812) 423 - 7791
www.southwestern.org

Park Center, Inc - Transitions of Fort Wayne
Women's Bureau
909 East State Boulevard
Fort Wayne, IN 46805
Phone: (260) 481-2721
Crisis: (800) 552-0985
http://www.parkcenter.org/

Tara Treatment Center, Inc.
6231 South U.S. 31
Franklin, IN 46131
Phone: (812) 526 - 2611
Crisis: (812) 526 - 2611
www.taratreatmentcenters.org

The Salvation Army
DBA: Harbor Light Center
2400 N. Tibbs Avenue
Indianapolis, IN 46222
Phone: (317) 972 - 1450
Crisis: (800) 517 - 7766
www.saharborlight.org

Young Women's Christian Association St. Joseph County - Affiliated Service Providers of Indiana (ASPIN)
1102 South Fellows Street
South Bend, IN 46601
Phone: (574) 233 - 9491
Crisis: (574) 232 - 9558
https://www.ywcancin.org/what-were-doing/womens-journey-substance_use_treatment/

Nutrition for Women, Infants, and Children

What is WIC?
WIC (Women, Infants, and Children) is a nutrition program that helps pregnant women, new mothers, and infants and children eat well and stay healthy.

Who's eligible?
- Pregnant women
- New moms (up to six months after delivery)
- Breastfeeding moms (up to one year after delivery)
- Infants (babies under the age of one)
- Children under the age of five

You must live in Indiana and meet income guidelines (shown at right).

WIC Income Guidelines

Household* Size	Annual income, up to $ (total before deductions)	Monthly income, up to $ (total before deductions)
1	$25,142	$2,096
2	$33,874	$2,823
3	$42,606	$3,551
4	$51,338	$4,279
5	$60,070	$5,006
6	$68,802	$5,734
7	$77,534	$6,462
8	$86,266	$7,189

If you are pregnant, you may count yourself as two (2).

For households with more than 8 members, add $8,732 annual income for each additional member.

*Household means a group of people (related or not) who are living as one economic unit.

INDIANA WIC

This institution is an equal opportunity provider.
wic.in.gov

What does WIC provide?
- Supplemental healthy foods designed to meet special nutrition needs
- Nutrition and health screening and assessment
- Nutrition education and counseling
- Breastfeeding support, including breastfeeding moms receiving more nutritious foods from WIC and mom-to-mom support from Peer Counselors
- Referrals to other Indiana health, family, and social services

How does WIC work?
Contact the WIC clinic in your community for a free visit to be enrolled and pick up checks. Clinic information may be found at **in.gov/isdh/20424.htm**. At your first appointment, you will receive all of the services WIC provides to support you in helping your family.

WIC checks may be used at local grocery stores to purchase baby formula, milk, cereal, juice, eggs, cheese, peanut butter, beans, whole wheat bread, brown rice, whole wheat tortillas, corn tortillas, fresh and frozen fruits and vegetables, and baby food.

For more information or to find a clinic near you, call **800 - 522 - 0874** or visit our website at **WIC.in.gov**.

Breastfeeding Resources

Indiana WIC
Indiana WIC (Women, Infants, and Children) has resources to help you meet your breastfeeding goals. All WIC services are free and available to any mother/baby in the WIC program. These services include:

- Exclusively breastfeeding moms receive the largest food package. We feed moms to feed their babies.
- Board Certified Lactation Consultants (IBCLC) and Peer Counselors (some areas have Spanish & Burmese speaking Peer Counselors).
- Breastfeeding assessment, weight checks and breastfeeding classes.
- Assessment of breast pump needs and personalized pump/flange fitting. Breastfeeding accessories are available as needed.
- Evidence-based breastfeeding education and resources.

More information is available at the Indiana Department of Health website: i**n.gov/health/wic/breastfeeding-information**.

Indiana Department of Health - Maternal and Child Health Services
2 North Meridian St., 8-C
Indianapolis, IN 46204
Indiana Family Helpline:
(317) 233 - 7940
Website: in.gov/isdh/19571.htm

The Milk Bank
8020 Castleway Drive
Indianapolis, IN 46250
Phone: (317) 536 - 1670
Website: themilkbank.org

Indiana Breastfeeding Coalition
Website: indianabreastfeeding.org
Email: indianabreastfeedingcoalition@gmail.com

Indiana Perinatal Network
1991 E 56th St
Indianapolis, IN 46220
Phone: (317) 924 - 0825
Email: ipn@indianaperinatal.org
Website: indianaperinatal.org

National Healthy Mothers, Healthy Babies Coalition
Email: hmhbconsortium.org

The Indiana Safe Haven Infant Protection Law

The Indiana Safe Haven Law enables a person to give up an unwanted infant anonymously without fear of arrest or prosecution.

A parent, family member, friend, minister or priest, social worker or any responsible adult may give up custody of a baby less than 45 days old to a hospital emergency room, fire station or police station in Indiana.

As long as there are no signs of intentional abuse on the baby, no information is required of the person leaving the baby. Any knowledge of the date of birth, race, parent medical history, child's health or anything that would be useful to the child's caregiver would be greatly appreciated.

Once the baby is examined and given medical treatment (if needed), the Indiana Department of Child Services will take the baby into custody through Child Protective services where it will be placed with a caregiver.

Distressed parents can receive counseling and get addresses and directions for any hospital, fire station or police station in Indiana by calling the Safe Haven Hotline at **1-877-796-HOPE** (4673) or 2-1-1. Parents can learn more by visiting the National Safe Haven Alliance website, **nationalsafehavenalliance.org.** A list of Safe Haven Baby Box locations is available at **shbb.org/locations**.

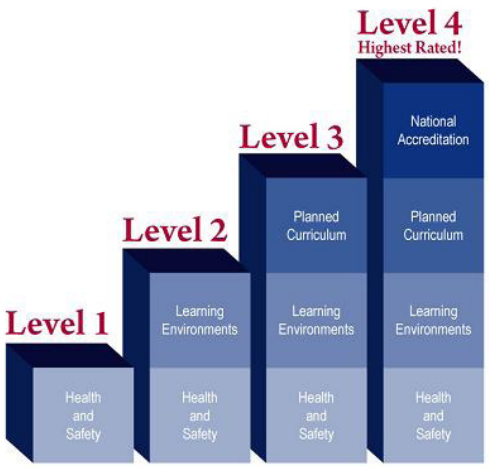
Choosing Child Care in Indiana

Paths to QUALITY is a free resource to help parents make decisions regarding child care and to help child care programs improve the quality of care offered.

Paths to QUALITY gives parents a quality seal of approval they can look for when choosing care for their children. It also provides a tool they can use to locate Paths to QUALITY providers and a simple system to identify the level of care provider offers, from basic health and safety needs of Level One to national accreditation of Level Four.

All Paths to QUALITY child care providers receive a yearly visit to determine which of the four quality levels they offer children. Paths to QUALITY eligible programs include licensed child care centers, licensed family child care homes, and unlicensed registered ministries who have met voluntary certification standards.

To locate Paths to QUALITY providers in your area, visit **in.gov/fssa/childcarefinder/** or call **800-299-1627**.



Child Care and Development Fund (CCDF)

The Child Care and Development Fund (CCDF) is a federal program that helps low-income families obtain child care so they can work, attend training or continue their education. The purpose of CCDF is to increase the availability, affordability and quality of child care. The CCDF Program is administered though the Indiana Family and Social Services Administration (FSSA) in the Office of Early Childhood and Out of School Learning.

How to Apply for Child Care Assistance

To apply for the CCDF voucher program, you must contact your local Intake Agent (see map below). Families must then choose a child care provider who meets CCDF provider eligibility standards. If you need help locating a CCDF eligible provider, contact your local Child Care Resource and Referral agency or call **1-800-299-1627.**

State of Indiana
Primary CCDF Intake Agents

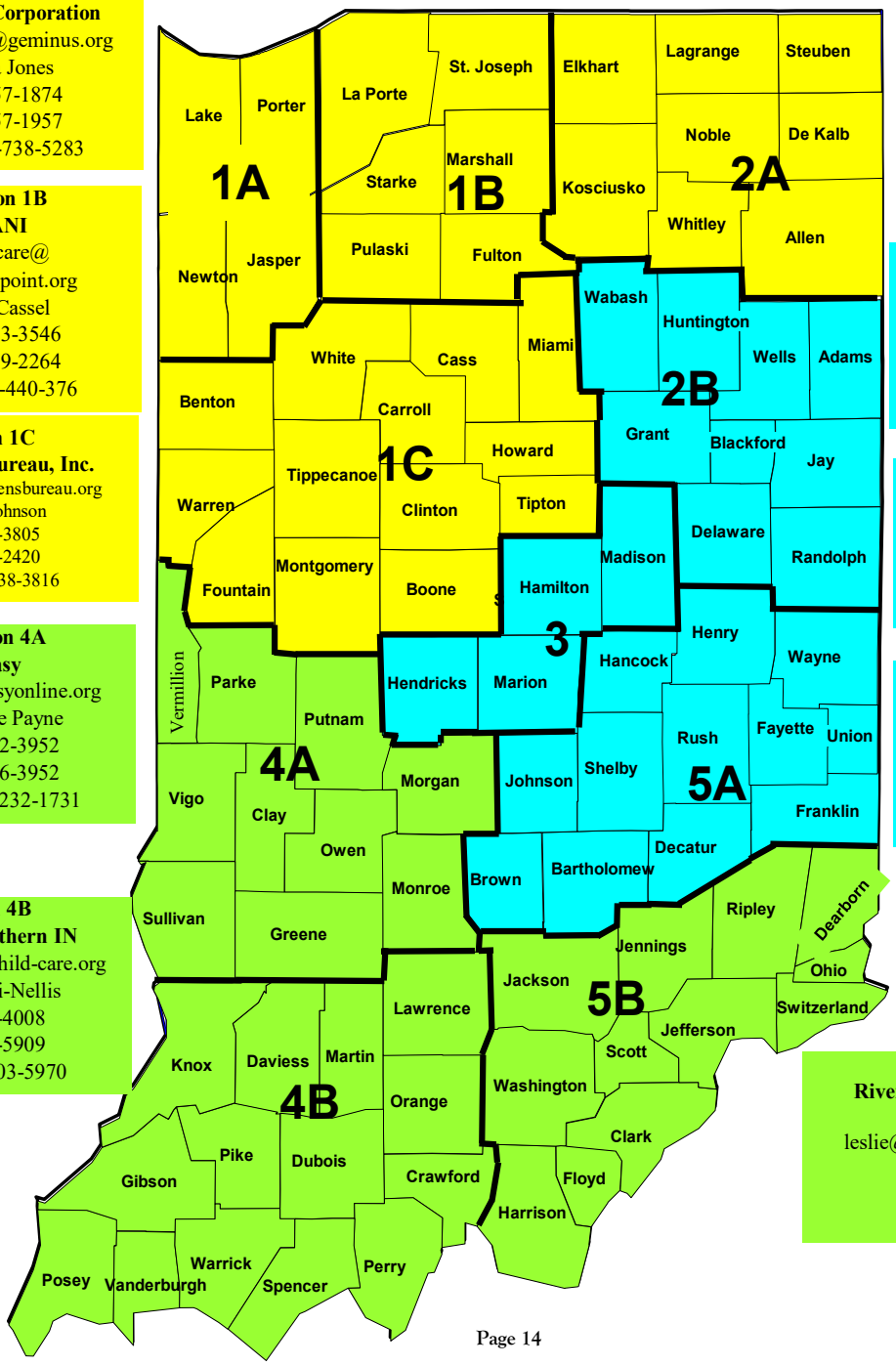
Region 1A
Geminus Corporation
debra.jones@geminus.org
Debra Jones
219-757-1874
888-757-1957
Fax: 219-738-5283

Region 1B
CANI
childcare@
mybrightpoint.org
Lesa Cassel
260-423-3546
800-589-2264
Fax: 260-440-376

Region 1C
Children's Bureau, Inc.
ljohnson@childrensbureau.org
Latrice Johnson
765-838-3805
866-287-2420
Fax: 765-838-3816

Region 4A
Casy
dpayne@casyonline.org
Danielle Payne
812-232-3952
800-886-3952
Fax: 812-232-1731

Region 4B
4 C's of Southern IN
egolininellis@child-care.org
Erin Golini-Nellis
812-423-4008
866-200-5909
Fax: 866-503-5970



Region 2A
CANI
childcare@
mybrightpoint.org
Lesa Cassel
260-423-3546
800-589-2264
Fax: 260-440-3767

Region 2B
Children's Bureau, Inc.
denyart@childrensbureau.org
Debi Enyart
765-381-0210
866-800-8115
Fax: 765-381-0212

Region 3
Children's Bureau, Inc.
amassey@childrensbureau.org
Andrea Massey
317-545-5281
866-287-2420
Fax: 317-545-1069

Region 5A
Children's Bureau, Inc.
adonges@childrensbureau.org
Ashlee Donges
317-535-3326
866-494-5330
Fax: 317-535-3615

Region 5B
River Valley Resources, Inc.
Leslie Abbott
leslie@rivervalleyresources.com
812-273-9270
855-591-7848
Fax: 812-265-2664

Child Support in Indiana

There are usually three parties in a child support case. The first is the child(ren). Second, is the custodial party. This is the person who lives with the child and has primary day-to-day responsibility for the care and control of the child. The third is the non-custodial parent. When a child is in the custody of another family member or in foster care, there may be two non-custodial parents. Regardless of their living arrangement or relationship, both of the child's parents should provide the financial support their child needs.

Where do I go for assistance obtaining child support?
Services through the Title IV-D Child Support Program can help establish paternity (if necessary) and obtain child support. The Child Support Bureau has entered into cooperative agreements with county prosecutors in every Indiana county to provide child support enforcement services. If you are seeking assistance with child support, contact the Title IV-D division of your local county prosecutor's office. The following link will help you locate the prosecutor's office in your area: **childsupport.in.gov/county**.

How long is child support paid?
When a child turns 19 years old, he child is emancipated by operation of law, and the non-custodial parent's obligation to pay current child support terminates. An exception is if the child is incapacitated. In this case, the child support continues during the incapacity or until further order of the court. A court order for the child support to extend beyond 19 years old is required.

The court shall emancipate a child prior to the age of 19, if the court finds that the child marries, goes on active duty status with the U.S. Military, or is not under the care or control of either parent or an individual or agency approved by the court.

The court may terminate a non-custodial parent's support obligation, with or without emancipating the child, if the court finds that all the following circumstances exist:

- The child is at least 18 years old; and
- The child has not attended a secondary school or postsecondary educational institution for the prior four months; and
- Is not enrolled in a secondary school or postsecondary educational institution; and
- The child is, or is capable of, supporting himself or herself through employment.

In order for a court to terminate a child support order prior to 19 years old, a petition must be filed with the court. If a non-custodial parent owes any arrearage at the point when the court order for current child support terminates, he or she is still required to pay arrearages.

If two or more children are covered by a child support order and one child is emancipated, the amount of the child support order is not automatically reduced. The parties must seek a modification of the court order to determine the new amount of support for the remaining child(ren).

If the non-custodial parent has not been paying child support as ordered, are they still entitled to parenting time with the child?
Yes. There is no legal correlation between the payment of child support and exercising parenting time (visitation) rights with the child(ren).

Who can I call if I have other child support questions?
If you have an established child support case that is being enforced by a county prosecutor's IV-D office, you should contact that office. For general questions and resources, contact the Child support Customer Service Kidsline at **(800) 840-8757** from 7:00 a.m. to 5:00 p.m. EST Monday through Friday, excluding state holidays.

Healthy Families Indiana

Healthy Families Indiana is a voluntary home visitation program designed to promote healthy families and healthy children through a variety of services, including child development, access to health care, and parent education.

By working closely with hospital maternity wards, prenatal clinics, and other local agencies, Healthy Families Indiana systematically identifies families that could benefit from education and support services either before or immediately after birth. The program is designed to strengthen families by reducing child abuse and neglect, childhood health problems and juvenile delinquency.

Healthy Families Indiana provides screening and assessment of families in targeted areas throughout the state. Service entry points include WIC Programs, health clinics and local hospitals. All 92 Indiana counties are serviced by Healthy Families sites, providing screening, assessment, referral and home visiting services.

For more information on Indiana's Healthy Families program, contact the local Department of Child Services office in the county in which you live by clicking on your county at **in.gov/dcs/prevention/healthy-families-indiana** or by calling 2-1-1.

Reporting Child Abuse or Neglect

Who has a duty to report suspected child abuse or neglect?
In Indiana, any person who has reason to believe that a child is a victim of child abuse or neglect has a duty to make a report to Child Protective Services (CPS) or to the police.

How do I report suspected child abuse?
If you have reason to believe a child is a victim of abuse or neglect, immediately call the Indiana State Child Abuse Hotline at **1-800-800-5556**. This number is answered 24 hours a day, seven days a week, If you cannot get through to the Hotline number for any reason, call the Marion County Child Protective Services Office **(317-968-4300)** or your local police.

What if I don't report suspected child abuse?
You could be charged with a crime. Any person who fails to report suspected child abuse or neglect may be charged with Failure to report Child Abuse, a Class B misdemeanor punishable by up to a $1,000 fine and up to 180 days in jail.

Can I make my report without telling my name?
Yes. State confidentiality laws protect your identity. However, you cannot make a report that you know is not true. If you make your report in bad faith (that is, you know that the report is false), you may be charged with a Class A misdemeanor and may be held liable to the person you falsely accused.

What happens after I make my report?
Child Protective Services (CPS) will determine whether child abuse or neglect has actually occurred. If you report that the child is in immediate danger of serious bodily harm, CPS will begin an on-site investigation within one hour. If you report abuse, but not that the child in is immediate danger, CPS will start its investigation within 24 hours. If you report neglect, but not that the child is in immediate danger, CPS will start its investigation within five days. All reports made to CPS are confidential and will only be released to CPS workers, police, prosecutors, doctors, or other authorized personnel.

Indiana Career Connect - State of Indiana

IndianaCareerConnect.com is an online job seeker/workforce services system managed by the State of Indiana. It was specifically designed for job seekers, students, case managers, employers, training providers, workforce professionals, and others seeking benefits and services. The system provides access to a complete set of employment tools in one website.

Indiana Career Connect can help job seekers and students with creating and sending resumes and cover letters to employers, assessing your job skills, researching training providers, reviewing available jobs and applying online, researching regional labor market information such as salaries, and more. Go to **IndianaCareerConnect.com** to use these services or visit your nearest WorkOne location, which can be found at **in.gov/dwd/WorkOne/locations.html** or by calling **1-800-891-6499**.

Minority and Women's Business Enterprises Division - State of Indiana

The Minority and Women's Business Enterprises Division (MWBE) acts on behalf of the State of Indiana to actively promote, monitor, and enforce the standards for certification of minority, women, and veteran business enterprises. The Division's key objectives are adding value to Indiana's economy, establishing strategic partnerships and positioning minority-, women-, and veteran-owned businesses for growth.

MBE and WBE businesses interested in learning how to do business with the state and navigate the website to find business opportunities should schedule an appointment with the Minority and Women's Business Enterprises (MWBE) Business Director of Business Development and Outreach, Graham Melendez at **gmelendez@idoa.in.gov** or **(317) 234 - 3424**. Additional information and resources can also be found at **in.gov/idoa/2352.htm**.

Beyond Jobs of South Bend, Indiana

Beyond Jobs helps women find and keep good paying jobs. This is accomplished through individualized career and financial planning services. Among the tools provided are career assessment and planning, ongoing financial education, family strengthening services, early education and child care assistance, and connections to healthy food and nutrition initiatives.

This program is offered to women who feel they are struggling with providing for their family and show a desire to do more. No referral is necessary to enter this program.

Beyond Jobs is currently only offered at the Goodwill Administration offices at 1805 W. Western Ave., South Bend, IN 46619. Please call **(574) 472 - 7300** for more information.

Central Indiana Women's Business Center

The mission of the Central Indiana Women's Business center (CIWBC) is to be a hub connecting women business owners to resources and each other facilitating their self-discovery and personal development; and providing a support process to nurture and advocate for the development of their business. The CIWBC serves clients in Marion, Hamilton, Hancock, Hendricks, Johnson, Brown, Putnam, Boone, and Shelby counties.

The Central Indiana Women's Business Center (CIWBC) is a cooperative program in partnership with the U.S. Small Business Administration designed to promote the creation and growth of businesses by women entrepreneurs by empowering them towards successful entrepreneurship and economic self-sufficiency.

What services does CIWBC provide?

- Coaching: Clients may access business coaches for free, one-on-one counseling sessions designed to advance their specific business venture.
- Training: Hands-on workshops are facilitated by community volunteers considered experts in their field. Workshops are designed to provide entrepreneurs at any stage of their business the training and expertise needed to start, launch, or grow their business.
- Resources: CIWBC connects potential and current business owners with financial resources through its micro-loan program and social resources through its workshops and various networking events.
- Business Work Solutions: CIWBC offers work stations for client use including access to the internet and business planning software.

The CIWBC offices are located at 111 Monument Circle, Suite 1950, Indianapolis. For more information about their services, contact them at **(317) 464 - 2222** or visit their website at **indychamber.com/entrepreneurship/central-indiana-womens-business-center**.

Family and Medical Leave Act

The Family and Medical Leave Act (FMLA) entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.

Eligible employees are entitled to 12 workweeks of leave in a 12-month period for:

- the birth of a child and to care for the newborn child within one year of birth;
- the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
- to care for the employee's spouse, child, or parent who has a serious health condition;
- a serious health condition that makes the employee unable to perform the essential functions of his or her job;
- any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty;" or
- twenty-six workweeks of leave during a single 12-month period to care for a covered service member with a serious injury or illness if the eligible employee is the service member's spouse, son, daughter, parent, or next of kin (military caregiver leave).

Dress for Success

Dress for Success has two locations in Indiana. In Central Indiana, they serve Marion County and the donut counties. In Northeast Indiana, they serve the Fort Wayne area. All services are provided free of charge to the women we serve as well as the community agencies who refer women to Dress for Success.

The Career Development Centers at DFS offer computers for self-directed job searches, assistance updating resumes, mock interviews, and individualized career planning and support.

Clients with a scheduled job interview can obtain suiting materials from Dress for Success. Interested persons must have an appointment before and need a referral from one of their more than 100 supporting agencies/ organizations that include WorkOne.

The Professional Women's Group, known as PWG, promotes employment retention and career advancement by providing skill-building information and networking opportunities in a safe, supportive environment. PWG hosts monthly meetings, as well as workshops on topics such as goal setting, preparing for home ownership and financial literacy to enable women to see success in work and in life.

Finally, but most importantly, Dress for Success is always looking for donations and volunteers. They accept ready-to-wear interview-appropriate suits and related separates, solid color blouses, career-appropriate footwear, new hosiery, handbags, briefcases and other items. Check their websites for current wish lists, to make a monetary donation, or to learn more about volunteering your time to this organization.

Dress for Success Indianapolis
820 North Meridian Street
Indianapolis, IN 46204
317-940-3737
Website: indydfs.org
E-mail: indianapolis@dressforsuccess.org
Twitter: @DFSIndianapolis

Dress for Success Fort Wayne
1313 W. Washington Center Rd
Fort Wayne, IN 46825
260-424-4908 ext 250
Website: fortwayne.dressforsuccess.org
E-mail: fortwayne@dressforsuccess.org

Break Time for Nursing Mothers

Below is general information on the break time requirement for nursing mothers in the Patient protection and affordable Care Act ("PPACA") which took effect when the PPACA was signed into law on March 23, 2010 (P.L. 111-148). This law amended Section 7 of the Fair Labor Standards Act (FLSA).

General Requirements

Employers are required to provide reasonable break time for an employee to express breast milk for her nursing child for 1 year after the child's birth each time such employee has need to express the milk. The frequency of breaks needed to express milk as well as the duration of each break will likely vary.

Employers are also required to provide a place that is shielded from view and free from intrusion from coworkers/public, which may be used by an employee to express breast milk. A bathroom, even if private, is not a permissible location. The location provided must be functional as a space for expressing breast milk. If the space is not dedicated to the nursing mother's use, it must be available when needed in order to meet the statutory requirement. A space temporarily created or converted into a space for expressing milk or made available when needed by the nursing mother is sufficient if it meets all other criteria.

Employers are not required under the FLSA to compensate nursing mothers for breaks taken for the purpose of expressing milk. However, where employers already provide compensated breaks, an employee who uses that break time to express milk must be compensated in the same way that other employees are compensated for break time. In addition, the FLSA's general requirement that the employee must be completely relieved from duty or else the time must be compensated as the work time applies.

The FLSA requirement of break time for nursing mothers to express breast milk does not preempt State laws that provide greater protections to employees (for example, providing compensated break time, providing break time for exempt employees, or providing break time beyond 1 year after the child's birth).

FLSA Prohibitions on Retaliation

Section 15(a)(3) of the FLSA states that it is a violation for any person to discharge or in any other manner discriminate against any employee because such employee has filed any complaint or instituted or caused to be instituted any proceeding under or related to this Act, or has testified or is about to testify in any such proceeding, or has served or is about to serve on an industry committee.

Employees are protected regardless of whether the complaint is made orally or in writing. Complaints made to the Wage and Hour Division are protected, and most courts have ruled that internal complaints to an employer are also protected.

Any employee who is "discharged or in any other manner discriminated against" because, for instance, he/she has filed a complaint or cooperated in an investigation, may file a retaliation complaint with the Wage and Hour Division or may file a private cause of action seeking appropriate remedies including, but not limited to, employment, reinstatement, lost wages and an additional equal amount as liquidated damages.

Student Financial Aid

The Division of Student Financial Aid's (SFA) mission is to make college affordable through need-based financial aid awards and to allow choice by granting awards to those attending public, independent and proprietary colleges.

Division of Student Financial Aid
Indiana Commission for Higher Education
W462 Indiana Government Center South
101 West Ohio Street, Suite 300
Indianapolis, IN 46204
(888) 528 - 4719
in.gov/sfa

Government Scholarships and Grants for Women

There are a variety of scholarships and governmental grants available for women seeking to pursue higher education. In this day and age more women are attending college in the united States than during any other period in history. Statistics from the U.S. Department of Education's National Center for Education Statistics show that in 1969, only 41% of all students going to college were women. But as of 2005, women made up over 57 percent of college attendees in the United States.

The good news is that there remains a large amount of financial aid attainable for females who want to work toward higher education. For information about scholarships and grants available for women, visit **scholarshipsforwomen.net/government**.

Indiana Plan for Equal Employment

The Indiana Plan's mission is to address and correct the problem of low minority participation in the union building trades. They offer comprehensive pre-apprenticeship construction training program for minority and women workers. They help train workers and offer placement assistance for jobs in the union construction industry in Indiana. For more information, including a link to an online application, visit **indianaplan.org**.

Central Indiana
2122 Dr Martin Luther King St
Indianapolis, IN 46202
(317) 639 - 4661

Northern Indiana
780 N Union St
Hobart, IN 46342
(219) 884 - 4503

Hoosier Women Veterans Registry

The purpose of the Hoosier Women Veterans registry is to serve as an informational bridge to connect women veterans to the numerous resources and benefits that are available to them. The registry is strictly confidential and used only as a link of information among the Hoosier women veteran population. To register, visit **in.gov/dva/2344.htm** or contact the Indiana Department of Veterans' Affairs at **(317) 232 - 3910**.

Military Family Relief Fund

The families of Hoosier active duty service members as well as National Guard and Reserves on Title 10 orders may apply for emergency grants for food, housing, utilities, medical services, transportation and other essential family support expenses which were caused by the mobilization of the service member. Contact your local County Veterans' Service Officer or IDVA at **(317) 232 - 3910**. For more information, please contact Matthew Vincent at **(317) 232 - 3910** or email **mavincent@dva.in.gov**.

Women Veterans Coordinators Directory

Some women have experienced sexual harassment or sexual assault during their military service. VA refers to these experiences as military sexual trauma, or MST. Like other types of trauma, MST can negatively impact a person's mental and physical health, even many years later. If you need counseling or other medical treatment as a result of MST, please contact an MST Coordinator or Vet Center for assistance. You can receive care even if you have not filed a claim for the MST related conditions.

If you need assistance with filing a claim for compensation related to MST or other conditions, injuries, or diseases you incurred while on active duty, you can call **1-800-827-1000** or contact one of the DVA Regional Office Women Veterans Coordinators listed below or on the facing page. A list of Women Veterans Crisis Hotlines by county is also available at **in.gov/dva/2373.htm**.

DVA Regional Office Women Veterans Coordinators
Indianapolis Regional Office - Shalanda Martin
575 N Pennsylvania St
Indianapolis, IN 46204-1581
(317) 916 - 3462

Military Sexual Trauma Coordinators
(They can also assist you with contact information for MST Coordinators in other states)
Richard L. Roudebush VAMC - Christina McNeely
1481 W 10th St
Indianapolis, IN 46202
(317) 988 - 3469

VA Northern Indiana Health Care System - Kimm Little
2121 Lake Ave
Fort Wayne, IN 46805
(260) 426 - 5431 ext. 71106

Women Veterans Program Managers
(They can also assist you with contact information for WVPMs in other states)

Richard L. Roudebush VAMC - Judith Kelly
1481 W 10th St
Indianapolis, IN 46202
(317) 988 - 4642

VA Northern Indiana Health Care System - Kassandra Johnson
2121 Lake Ave
Fort Wayne, IN 46805
(260) 426 - 5431 ext 71541

Vet Centers
(MST Counseling is available and they can also assist you with contact information for Vet Centers in other states)

Indianapolis
8330 Naab Rd #103
Indianapolis, IN 46260
(317) 988 - 1600

Evansville
311 N Weinbach Ave
Evansville, IN 47711
(812) 473 - 5993

Merrillville
6505 Broadway Ave
Merrillville, IN 46410
(219) 736 - 5633

Fort Wayne
Worthman Office Mall
5800 Fairfield Ave, Room 265
Fort Wayne, IN 46815
(260) 460 - 1390

The Indiana House Democratic Caucus offers an Indiana Veterans Benefits Guide listing state and federal benefits for all Hoosier veterans.

To request a free copy, call 1-800-382-9842.