An Information Guide for Women

Distributed by State Representative

Phil GiaQuinta

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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.

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

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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.

2-1-1 also helps Hoosier families understand new health care options. The IN211 Healthcare Project is a special project where IN211 and its Centers maintain information about new health care options including detailed information about certified Indiana Navigators; provide pre-screening and referrals to a subset of callers; and maintain a master calendar of health care outreach and enrollment events. Call 2-1-1 for more information or to be referred to a certified Indiana Navigator.

Indiana 211 Partnership is also available via email at info@in211.org or online at www.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 hundreds 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 Avenue, Room N103
Indianapolis, IN 46204
317-232-6720
www.in.gov/icw

Indiana Women's History Trail

The Indiana Women's History Trail is a project of the Indiana Historical Bureau. The Trail is drawing attention to sites related to women's history and, perhaps, helping to inspire preservation of those sites. For information about the Indiana Women's History Trail, visit www.in.gov/history/2368.htm.

Indiana Historical Bureau
140 North Senate Avenue, Room 130
Indianapolis, Indiana 46204-2296
317-232-2535

Health and Safety

Indiana Suicide Prevention Organizations

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

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

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 www.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
www.nmha.org

Survivors of Suicide Support Groups
Survivors of Suicide Support Groups were established to help friends and family members who have survived the suicide of a loved one to cope with the grief and bewilderment of the issue. The Support Groups also advocate for education and prevention of suicide. For a list of groups around the state, visit www.suicideaftercare.org/indiana.html.

NOTICE OF VICTIM RIGHTS

Effective 7-1-02, 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.

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.

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.

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.

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.

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.

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.

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.

9. A victim has the right to be informed of the victim's constitutional and statutory rights.

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

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.

MENTAL HEALTH PROVIDERS for adults and children

Cummins Mental Health Center, Inc.
6655 East US 36
Avon, IN 46123
Phone: (317) 272-3330

Centerstone of Indiana
645 S Rogers
Bloomington, IN 47403
Phone (812) 339-1691
https://www.centerstone.org/

Aspire, Indiana Behavioral Health System
697 Pro-Med Lane
Carmel, IN 46032
Phone: (317) 574-0055
http://www.AspireIndiana.org/

Southwestern Behavioral Healthcare
415 Mulberry St.
Evansville, IN 47713
Phone: (812) 423-7791
http://www.southwestern.org/

Park Center, Inc.
909 E. State Blvd.
Fort Wayne, IN 46805
Phone: (260) 481-2721
http://www.parkcenter.org/

Edgewater Systems for Balanced Living
1100 W. 6th Avenue
Gary, IN 46402
Phone: (219) 885-4264
http://www.edgewatersystems.org/

Oaklawn Psychiatric Center, Inc.
330 Lakeview Drive
Goshen, IN 46257
Phone: (574) 533-1234
http://www.oaklawn.org/

Adult & Child Mental Health Center
8320 Madison Avenue
Indianapolis, IN 46227
Phone: (317) 882-5122
http://www.adultchild.org/

Gallahue Mental Health Center
6950 Hillsdale Court
Indianapolis, IN 46250
Phone: (317) 588-7600
http://www.ecommunity.com/

Eskenazi Midtown Community Mental Health Center
720 Eskenazi Ave
Indianapolis, IN 46202
Phone: 317-880-8491
Crisis: 317-880-8485
http://www.eskenazihealth.edu/our-services/midtown-community-mental-health

Southern Hills Counseling Center
480 Eversman Drive
PO Box 769
Jasper, IN 47547-0769
Phone: (812) 482-3020
http://www.southernhills.org/

Lifespring
460 Spring St.
Jeffersonville, IN 47130
Phone: (812) 280-2080
http://www.lifespr.com/

Northeastern Center
220 S. Main St.
PO Box 817
Kendallville, IN 46755
Phone: (260) 347-2453
http://www.necmh.org/

Community Howard Regional Health
3500 S. LaFountain St.
Kokomo, IN 46902
Phone: (765) 453-8555
http://howardregional.org/support_services

Community Mental Health Center
285 Bielby Road
Lawrenceburg, IN 47025
Phone: (812) 537-1302
http://www.cmhcinc.org/

Four County Counseling Center
1015 Michigan Ave.
Logansport, IN 46947
Phone: (574) 722-5151
http://www.fourcounty.org/

Hamilton Center, Inc.
620 8th Avenue, Terre Haute, IN 47804
Phone: (812) 231-8323
http://hamiltoncenter.org/

Grant-Blackford Mental Health, Inc.
505 Wabash Avenue
Marion, IN 46952
Phone: (765) 662-3971
http://www.cornerstone.org/

Meridian Services Corp
240 N Tillotson Avenue
Muncie, IN 47304
Phone (765) 288-1928
http://www.meridiansc.org/

Southlake Community Mental Health Center, Inc.
8555 Taft St.,
Merrillville, IN 46410
Phone: (219) 769-4005
http://www.regionalmentalhealth.org/

Swanson Center
450 St. John Road, Suite 501
Michigan City, IN 46360
Phone: (219) 879-4621
http://www.swansoncenter.org/

Porter-Starke Services, Inc.
601 Wall St.
Valparaiso, IN 46383
Phone: (219) 531-3500
http://www.porterstarke.org/

Samaritan Center
515 Bayou St.
Vincennes, IN 47591
Phone: (812) 886-6800
http://www.gshvin.org/

Wabash Valley Alliance, Inc.
2900 N. River Road
West Lafayette, IN 47906
Phone: (317) 463-2555
http://www.wvhmhc.org/

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
Women's House: (812) 336-2666
www.amethysthouse.org

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

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

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

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

Young Women's Christian Association St. Joseph County – Affiliated Service Providers of Indiana (ASPIN)
1102 South Fellows St.
South Bend, IN 46601
Phone: (574) 233-9491
Crisis Line: (574) 232-9558
www.ywca.org

Regional Mental Health Center - Stark Center
3903 Indianapolis Boulevard
East Chicago, IN 46312
Phone: (888) 398-7050
24/7 Crisis Line: (219) 769-4005
www.regionalmentalhealth.org

Women in Transition
415 South 15th Street
Richmond, IN 47274
Phone: (765) 967-2216

Nutrition for Women, Infants, and Children

What is WIC?
WIC (Women, Infants, and Children) is a nutrition program that helps pregnant women, new mothers, 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).

Income eligibility

Families already receiving Medicaid, SNAP, and TANF are income eligible for the WIC program.

Household* size	Annual income, up to $ *(total before deductions)*	Monthly income, up to $ *(total before deductions)*	Weekly income, up to $ *(total before deductions)*
1	$21,590	$1,800	$416
2	$29,101	$2,426	$560
3	$36,612	$3,051	$705
4	$44,123	$3,677	$849
5	$51,634	$4,303	$993
6	$59,145	$4,929	$1,138
7	$66,656	$5,555	$1,282
8	$74,167	$6,181	$1,427

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

For households with more than 8 members, add $7,511 annual income for each additional member.

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

What does WIC provide?

- 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 http://www.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.

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 in Indiana website, www.safehaven.tv.

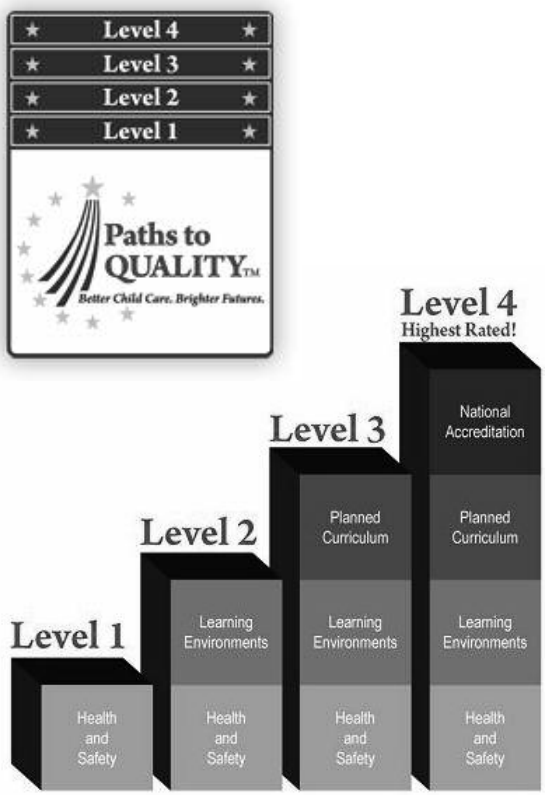
Choosing Child Care in Indiana

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 a 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 www.childcareindiana.org or call 800-299-1627.

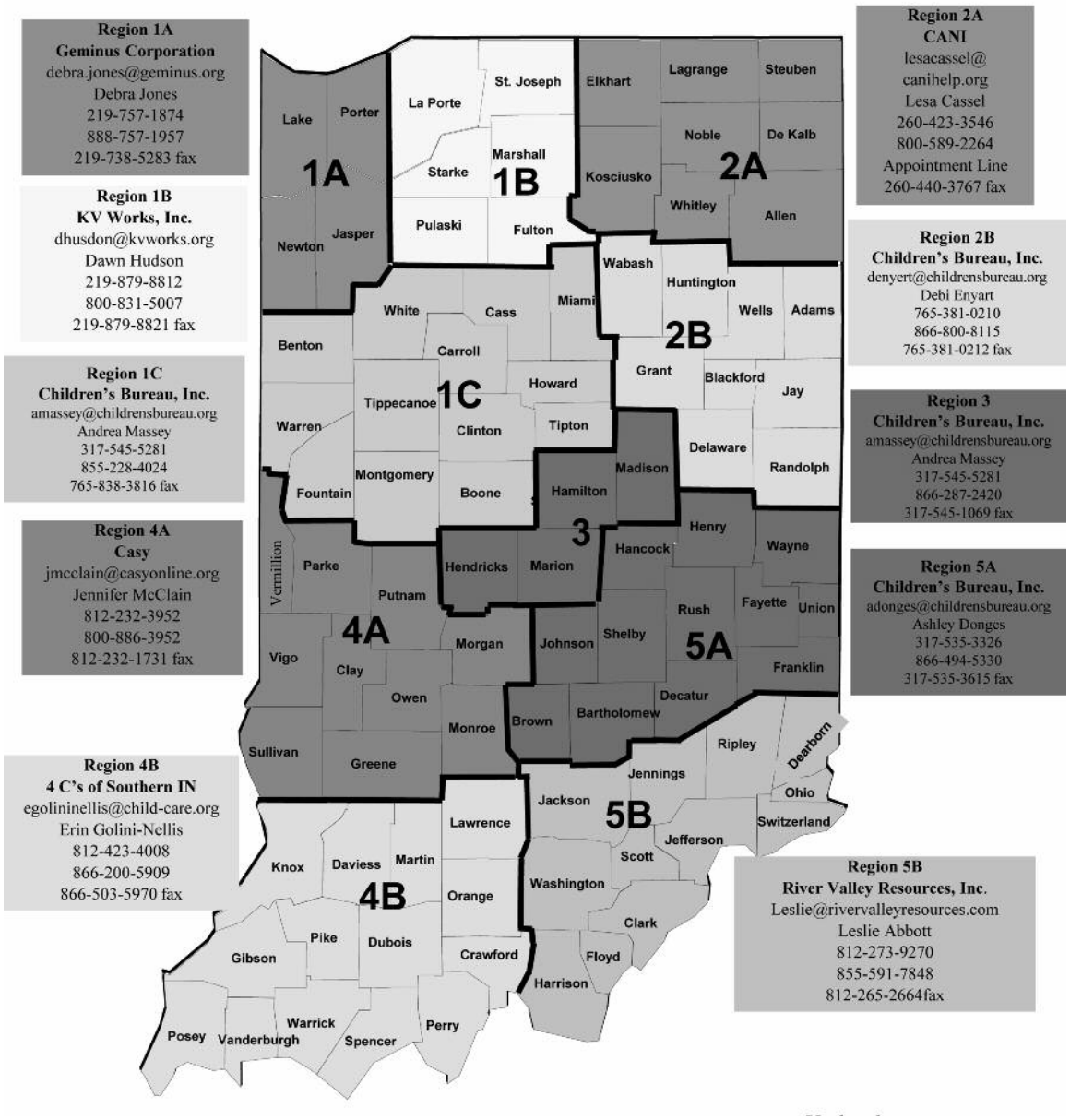


Child Care and Development Fund (CCDF)

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 through 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



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: www.in.gov/dcs/3215.htm

How long is child support paid?
When a child turns 19 years old, the 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 <u>all</u> of 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 post secondary 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 parents 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 or (317) 233-5437 from 7:00 a.m. until 6:00 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 www.in.gov/dcs/2372.htm or by calling 2-1-1.

Indiana Family Helpline

The mission of the Indiana Family Helpline is to link Indiana families with a network of services within their local communities; state agencies; organizations; and individuals providing health care or other services.

Some of the needs the Helpline can assist with are clothing, day care/respite care services, dental care services, emergency shelter, food, GED, housing, job training, Medicaid transportation providers, mental health providers, prenatal/child health care services, substance abuse programs, pregnancy health care and women’s health/family planning services.

For assistance, call the Indiana Family Helpline toll-free at 1-855-HELP-1ST (1-855-435-7178) or visit ifhl.isdh.in.gov. Days and Hours of Operation: Monday - Friday, 7:30am-5:00pm, Voicemail available.

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 is in 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.

Work and Education

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 résumés 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 www.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 Development and Outreach Manager, Nate Lofton at nlofton@idoa.in.gov or 317-232-3061. Additional information and resources can also be found at www.in.gov/idoa/2352.htm.

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 it workshops and various networking events.

- Business Work Stations: 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) 917-3266 or visit their website at www.businessownership.org/central-indiana-women-s-business-center.

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.

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 résumés, 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 suites 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
www.dressforsuccess.org/fortwayne
fortwayne@dressforsuccess.org
260.424.7977 ext .105
2417 Fairfield Avenue
Fort Wayne, IN 46807

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 servicemember with a serious injury or illness if the eligible employee is the servicemember's spouse, son, daughter, parent, or next of kin (military caregiver leave).

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 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 (continued from previous page)
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.

WIC Regional Breastfeeding Centers
Indiana WIC Program

Northwest: Nicole Harmeson (765) 420-9999 Ext. 112

Benton, East Chicago, Hammond, Hendricks, Morgan, Parke, Putnam, Tippecanoe

North Central: Carol Peterson (260) 483-4365

Boone, Elkhart, Fulton, Howard, Kosciusko, LaPorte, Madison, Marshall, Starke, St. Joseph, White-Carroll

Northeast: Sabrina Haggard (765) 286-7000 Ext. 4071

Allen-Dekalb-Noble, Delaware, Hancock, Henry, Jay-Wells, LaGrange, Miami-Wabash, Steuben, Wayne, Whitley

Southwest: Sandy Arnold (812) 322-1842 & TJ Gettlefinger (812) 620-7198

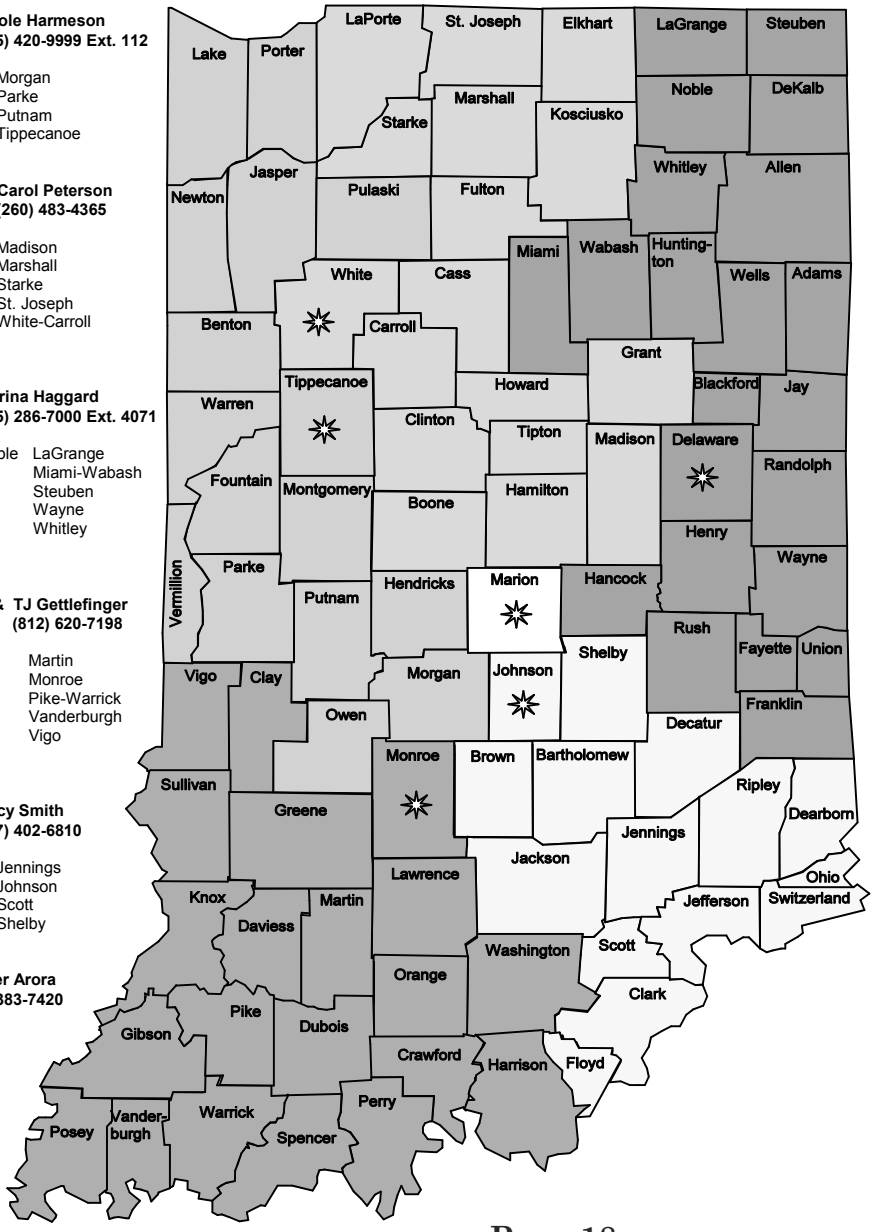
Clay, Dubois, Gibson-Posey, Harrison, Knox-Daviess, Lawrence, Martin, Monroe, Pike-Warrick, Vanderburgh, Vigo

Southeast: Tracy Smith (317) 402-6810

Bartholomew, Dearborn, Floyd, Jefferson, Jennings, Johnson, Scott, Shelby

Central: Irvinder Arora (317) 383-7420

Marion



Other Breastfeeding Resources

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

Indiana State Department of Health - Maternal and Child Health Services
2 North Meridian St., 8-C
Indianapolis, IN 46204
Indiana Family Helpline:
1-800-433-0746
Website:
www.in.gov/isdh/19571.htm

National Healthy Mothers, Healthy Babies Coalition
121 North Washington St., Suite 300
Alexandria, VA 22314
Phone: 703-836-6110
E-mail: info@hmhb.org
Website: www.hmhb.org

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
402 West Washington Street
Indianapolis, IN 46204
(888) 528-4719
www.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 percent 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 www.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 www.indianaplan.org.

Central Indiana:
3530 S. Rural Street
Indianapolis, IN 46237
Phone: (317) 639-4661

Northern Indiana:
3101 Broadway
Gary, IN 46409
Phone: (219) 884-4503

Southern Indiana:
310 S.E. 8th St.
Evansville, IN 47713
Phone: (812) 422-6301

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 www.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 1-800-400-4520. 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 www.in.gov/dva/2373.htm.

DVA Regional Office Women Veterans Coordinators

Indianapolis Regional Office - Patricia McAtee
575 N. Pennsylvania Street
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 – Laura Malone
1481 W. 10th St.
Indianapolis, IN 46202
(317) 988-3469

VA Northern Indiana Health Care System – Kimm Little
2121 Lake Avenue
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 – Leigh Frye
1481 W. 10th St.
Indianapolis, IN 46202
(317) 988-4642

VA Northern Indiana Health Care System – Susan Overcash
2121 Lake Avenue
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 Road, #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 Avenue, 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.