



Paul R. LePage, Governor

Mary C. Mayhew, Commissioner

## Office of the Commissioner

# Domestic Violence, Sexual Assault, and Stalking in the Workplace

Policy # DHHS-12-05

Issue Date: 8/26/05

Revised Date: 9/28/11

## I. SUBJECT

Domestic Violence, Sexual Assault, and Stalking in the Workplace

## II. POLICY STATEMENT

The Department of Health and Human Services is committed to promoting the Health and Safety of its employees. DHHS recognizes that domestic violence is a workplace issue that impacts the work environment. Staff affected by abuse may be vulnerable while at work thereby compromising the safety of employees. The effects of domestic violence can lead to decreased morale and productivity and increased absenteeism and health costs.

The purpose of this policy is to raise awareness of and to provide guidance, education and resources to employees, supervisors and managers to address domestic violence and how it affects the workplace.

## III. DEFINITIONS

- A. **Domestic Violence:** A pattern of coercive behavior that is used by a person against family or household members to gain power and control over the other party in a relationship. This behavior may include any of the following: physical violence, sexual abuse, emotional and psychological intimidation, verbal abuse and threats, stalking, isolation from friends and family, harm to children, economic control, destruction of personal property and animal cruelty. Domestic violence occurs between people of all racial, economic, educational and religious backgrounds. It occurs in heterosexual and same-sex relationships, between married and unmarried partners including intimate relationships, between current and former partners and between other family and household members.
- B. **Abuser, Batterer, Perpetrator:** An individual who engages in or commits domestic violence.
- C. **Survivor or People Affected by Abuse:** An individual subjected to domestic violence.

- D. **Domestic Violence Response Team/Responder:** Designated DHHS employees with specialized training to handle disclosures, referrals, and office safety planning (See attached list at [Appendix D](#)). All supervisors and managers are considered to be responders.
- E. **Workplace Safety Plan:** A strategy developed in consultation with the person affected by abuse to implement work place safety options, including, but not limited to: setting up procedures for alerting security or police; temporary relocation of the staff affected by abuse to a secure area; voluntary temporary transfer or permanent relocation to a new work site; reassignment of parking space; escort for entry to and exit from the work site; responding to telephone, fax, e-mail or mail harassment; and, keeping a photograph of the abuser or a copy of an existing court order in a confidential onsite location and providing copies to designated personnel.
- F. **In the Work Place:** When a Department of Health and Human Services employee, whether the employee is the person affected by abuse or the abuser, is on duty, is in State-owned or leased work space or is using the facilities or services of the State or is using a vehicle owned or leased by the State or its agencies, or is traveling on behalf of the State, the employee is considered "in the work place."
- G. **Mandated Reporters:** Certain individuals are required by law to report abuse or neglect of children, and abuse, neglect or exploitation of incapacitated or dependent adults. See 22M.R.S.A. subsection 4011-A; 22M.R.S.A. subsection 3477.
- H. **Sexual Assault:** An act of sexual violence whereby a party forces, coerces, or manipulates another to participate in unwanted sexual activity. This behavior may include stranger rape, date and acquaintance rape, marital or partner rape, incest, child sexual abuse, sexual contact, sexual harassment, ritual abuse, exposure and voyeurism.
- I. **Stalking:** Repeated unwanted contact between two people that directly or indirectly communicates a threat or places the victim in fear. Stalking may occur between intimate partners, acquaintances, or strangers. Stalking behaviors include but are not limited to: following a person; appearing at a person's home or place of business; making harassing phone calls; sending letters or e-mails; leaving written messages or objects; or vandalizing a person's property. In Maine, stalking is a crime and is defined more specifically in the criminal statutes in 17-A M.R.S.A. §210-A.

#### **IV. STATEMENT OF CONFIDENTIALITY**

DHHS recognizes and respects an employee's need for confidentiality and autonomy. To the extent permitted by law and unless the substance of the employee's disclosure demands otherwise, the Department will maintain the confidentiality of an employee's disclosure. Disclosures should be addressed to any Responder or appropriate Human Resource Personnel. If an employee's disclosure indicates that there exists reasonable cause to suspect abuse, neglect or exploitation of children or incapacitated or dependent adults, reporting will be mandatory as required by law. Further disclosure may be necessary if the abuser presents a threat to the safety of any person in the workplace. Whenever possible, employees will be given notice of necessary disclosures.

#### **V. RATIONALE**

Consistent with Governor Paul R. LePage and the Maine Legislature's recognition that domestic violence is a widespread problem affecting thousands of Maine families with serious consequences extending into the workplace; and with the recognition that employer policies play a critical role in supporting and assisting employees who are affected by domestic violence and holding abusers accountable, DHHS seeks to create a supportive workplace environment in which employees feel comfortable discussing domestic violence, sexual assault and stalking with any supervisor or responder, and seeking assistance for domestic violence concerns.

DHHS has a responsibility to model a proactive response to domestic violence, and accepts the obligation to provide special assistance to staff affected by domestic violence, sexual assault and stalking. Physical, emotional and economic security are essential elements of effective support for staff affected by abuse, and an effective workplace response must include strategies to address all of these, including granting appropriate leave from work for reasons related to domestic violence.

DHHS also recognizes that abusers will often target staff affected by abuse at their workplaces, endangering the safety and affecting the productivity of individuals affected by abuse and their co-workers. DHHS will not tolerate any act of domestic violence sexual assault and stalking in the workplace, and will take action to prevent and correct the misuse of State resources in connection with any act of domestic violence. Misuse of State resources in connection with any act of domestic violence will result in discipline up to and including discharge.

#### **VI. PROCEDURE STATEMENT - EDUCATION AND OUTREACH**

- A. This policy will be distributed to all current employees on an annual basis. Information on this policy and domestic violence awareness and services will be part of the DHHS New Employee Orientation and in the new employee orientation package. Each employee will sign a statement acknowledging that the person has received and read the policy. Employees' statements will be retained in personnel files. All employees are expected to become familiar with this policy and to attend domestic violence awareness training as provided by the Department.

- B. Managers, supervisors, and members of the Domestic Violence Response Team will attend specialized training, as provided by the Department, focused on identifying and responding to issues of domestic violence in the workplace.
- C. Continuing opportunities for education and discussion will be provided to employees. Such activities may include but are not limited to: "Lunch and Learn" sessions, Domestic Violence awareness activities in staff meetings, speakers, a lending library and links to appropriate web sites. A list of resources for those affected by domestic violence will be maintained on bulletin boards, where appropriate, break rooms and the Department's intranet. Resources should include but not be limited to: the hotline numbers of local domestic violence projects, the State of Maine Employee Assistance Program ("EAP"), the Maine Coalition to End Domestic Violence (statewide domestic violence coalition), and the phone number and description of resources in the community (court, police, victim advocates, legal assistance, and sexual assault centers). A current list of state-certified batterer's intervention programs will also be maintained.

## **VII. PROCEDURE STATEMENT - RESPONSE and ASSISTANCE**

### **A. Response to Staff Affected by Domestic Abuse**

1. The Department will offer support and referrals for assistance to those employees who disclose concerns or request assistance. The Department will designate trained persons to whom disclosures may be made. Designated persons include members of the Response Team, supervisors, managers and appropriate human resource personnel.
2. Each employee is encouraged to discuss any concerns about being safe at work with any member of the response team, supervisor, manager, appropriate human resources personnel. Victims are encouraged to disclose the existence of Temporary or Permanent Orders for Protection from Abuse or Harassment to a Responder, particularly where the order includes a provision that the perpetrator is not to have contact with the victim at the victim's place of employment. DHHS Human Resources will develop and implement necessary protocols related to orders. Under no circumstances will these orders be placed in an employee's personnel file.
3. The Department recognizes all persons' rights to privacy, autonomy and the corresponding need to feel safe in the workplace. To the extent that disclosures do not implicate issues of workplace safety and performance, and to the extent permitted by law and this policy, the Department's response will be guided by the expressed wishes of the staff affected by abuse. **If a staff person discloses domestic abuse to a co-worker, that co-worker should refer the staff person to the following:**

- a. Available resources including the domestic violence agencies, and the Employee Assistance Program.
  - b. Other individuals within the Department who may be able to provide assistance to the staff affected by abuse such as human resources personnel, responders, and the staff member's supervisor or manager. See [Appendix D](#) for DHHS Responder List
  - c. Sections of this policy that support safety planning and assistance to staff affected by abuse.
4. Supervisors, managers, responders and human resources personnel are responsible for following the requirements and procedures set forth in this policy. The Department will provide domestic violence training to support these individuals in this role. Supervisors and managers are responsible for communicating that domestic violence is behavior that will not be tolerated in the work place and that the Department will actively provide information and support to employees who are affected by such abuse. A supervisor, manager, responder or appropriate human resources personnel who becomes aware that an employee is affected by domestic violence shall:
  - a. Offer the staff affected by abuse information about appropriate organizations for support, which include the domestic violence projects listed in [Appendix A](#) and that assistance is also available through the Employee Assistance Program. If the employee is a victim of sexual assault or stalking, which is not domestic violence related, the employee should be referred to the sexual assault centers in [Appendix B](#).
  - b. Offer leave to be used for the purposes of accessing domestic violence services, counseling, obtaining medical treatment, attending legal proceedings or carrying out other necessary activities to remedy a crisis caused by domestic violence, sexual assault or stalking. Pursuant to 26 M.R.S.A. subsection 850, (Employment Leave for Victims of Violence) leave must be granted to an employee to deal with the employee's daughter, son, parent or spouse if he/she is a victim of domestic violence, sexual assault or stalking. This leave may be needed to seek medical treatment for self and/or family members, to get a protection order, to participate in counseling, to obtain legal advice and attend legal proceedings, or to obtain necessary services to remedy a crisis caused by domestic violence. A supervisor may not retaliate against an employee a right granted by this law.

- c. Leave benefits may include, as applicable:
  - 1. Sick or vacation leave;
  - 2. Family and Medical Leave Act
  - 3. Unpaid leave; or
  - 4. Catastrophic Leave Bank
  
- d. Offer to assist the staff affected by abuse in developing a work place safety plan. If the employee affected by abuse and the abuser are both employed by the Department, the work place safety plan should make arrangements to protect the employee affected by abuse from any threat posed by the abuser. The needs of the employee affected by abuse are of primary importance, and isolating the abuser from the employee affected by abuse is preferred if relocation for safety purposes is an issue.

5. Performance Issues:

This policy recognizes that victims of domestic violence may have performance problems such as inability to concentrate, absenteeism, and productivity issues. When an employee confides to a supervisor or manager that job performance issues are caused by domestic violence, referrals and assistance should be offered in accordance with this policy. The Department will offer support and an opportunity to correct the problems. Supervisors may develop a work plan with the employee to assist and support the employee in meeting performance expectations. Nothing in this policy alters the authority of the Department to establish performance expectations, counsel employees, impose discipline, reassign duties, place an employee on leave or take other action as it deems appropriate.

In the event that an employee is ultimately unable to maintain employment with the Department as a result of domestic violence, the employee will be provided with information about 26 M.R.S.A. §§ 1043 and 1193 (Unemployment Compensation Disqualification and Misconduct Clauses) which provides victims with the right to collect unemployment benefits if they leave their employment in order to preserve their own safety, or if they have been terminated because of performance issues stemming from domestic violence.

**B. Response and Requirements to an Employee who is an Abuser**

- 1. The Department encourages employees who are perpetrators to voluntarily seek assistance from any of the resources listed at the end of this policy or the State's confidential Employee Assistance Program.

2. An employee of the Department named as a defendant must immediately disclose (and provide a copy) to the employee's supervisor or manager any order for protection from abuse or harassment relating to domestic violence or any condition of bail or probation applicable to the employee that includes:
  - a. Conditions prohibiting or limiting contact with other employees of the Department.
  - b. Conditions that may interfere with the employee's ability to perform job duties. The Department has no obligation to make allowances for any conditions that may interfere with the employee's ability to perform job duties, and may, at its discretion take appropriate administrative and/or disciplinary action up to and including termination with employees who are subject to such conditions.
  - c. Conditions prohibiting or limiting contact with State employees of other Departments with whom there is a work relationship.

Failure to disclose the above information will result in administrative action, which may result in corrective and disciplinary action, up to and including termination.

3. If an employee is concerned that a co-worker is a perpetrator of domestic violence, sexual assault or stalking, the employee should contact appropriate Human Resource Personnel who will determine the appropriate course of action. The employee shall not confront the co-worker directly.
4. Any employee who is found using any state resources such as workplace telephones, facsimile machines, mail, electronic mail, a state vehicle, state credit card or other employees or other means to commit an act of domestic violence, sexual assault or stalking will be subject to corrective and disciplinary action, up to and including termination.
5. An employee who (1) is known by the Department to have engaged in domestic violence, sexual assault or stalking; or (2) is arrested, convicted or named as a defendant in a protective order as a result of domestic violence, sexual assault or stalking; if such action has a nexus/connection to their employment with the State, may be subjected to corrective action, up to and including termination.

### **VIII. PERSONS COVERED BY THIS POLICY**

Persons covered by this policy include department employees, interns, contract personnel or temporary workers in any workplace location.

### **IX. CONCLUSION**

This Department is committed to providing a supportive and caring work place environment free of domestic violence. The Department will respond to and provide assistance to staff affected by domestic abuse. Staff who are affected by domestic abuse, sexual assault and stalking will be treated with compassion.

### **X. DISTRIBUTION**

All Staff

### **XI. OTHER POLICIES**

The State of Maine and DHHS also has policies covering Equal Employment Opportunity/Affirmative Action, Harassment, and E-mail Usage and Management Procedures for Dealing With Threats Against DHHS Staff or Buildings. Weapons in DHHS Buildings, Offices and Work Areas

### **XII. ATTACHMENTS**

[Appendix A:](#) Domestic Violence Projects  
[Appendix B:](#) Sexual Assault Crisis Support Centers  
[Appendix C:](#) Maine Batterer Intervention Programs  
[Appendix D:](#) DHHS DV Responder Team  
[www.maine.gov/corrections/VictimServices/BatIntervent.htm](http://www.maine.gov/corrections/VictimServices/BatIntervent.htm)

---

September 28, 2011  
Revised Date



---

Mary C. Mayhew  
Commissioner



## **MAINE COALITION TO END DOMESTIC VIOLENCE PROJECTS**

All 800, 877, and 888 numbers are toll-free. Collect calls are accepted at the other hotline numbers.

### **ABUSED WOMEN'S ADVOCACY PROJECT** (Androscoggin, Franklin & Oxford Counties)

P.O. Box 713, Auburn, ME 04212-0713 • Admin: 207-795-6744  
Hotline: 1-800-559-2927 or 207-795-4020 • Fax: 207-795-6814 • e-mail: awap@awap.org • www.awap.org

### **BATTERED WOMEN'S PROJECT** (Aroostook County)

421 Main St., Suite 2, Presque Isle, ME 04769 • Admin.: 207-764-2977 • Hotline: 1-800-439-2323  
Fax: 207-764-8631 • e-mail: dbaiettibwp@hotmail.com

### **CARING UNLIMITED** (York County)

P.O. Box 590, Sanford, ME 04073 • Admin.: 207-490-3227 • Hotline: 1-800-239-7298 or 207-324-1802  
Fax: 207-490-2186 • e-mail: caring@gwi.net • www.caring-unlimited.org

### **FAMILY CRISIS SERVICES** (Cumberland & Sagadahoc Counties)

P.O. Box 704, Portland, ME 04104 • Admin.: 207-767-4952 • Hotline: 1-800-537-6066 or 207-874-1973  
All numbers TTY accessible • Fax: 207-767-8109 • Bath Fax: 207-442-0557 • Ptld. Shelter Fax: 207-842-6880  
e-mail: familycrisis@familycrisis.org • www.familycrisis.org

### **FAMILY VIOLENCE PROJECT** (Kennebec & Somerset Counties)

P.O. Box 304, Augusta, ME 04332 • Admin.: 207-623-8637 • Hotline: 1-877-890-7788 or 207-623-3569  
TTY: 207-623-3569 • Fax: 207-621-6372 • Skowhegan Fax: 207-474-6489  
e-mail: fvp@familyviolenceproject.org • www.familyviolenceproject.org

### **NEW HOPE FOR WOMEN** (Knox, Lincoln, & Waldo Counties)

P.O. Box A, Rockland, ME 04841-0733  
Admin: 207-594-2128 • Hotline: 1-800-522-3304 or 207-594-2128  
Belfast area hotline 207-338-6569; Damariscotta area hotline 207-563-2404  
Fax: 207-594-0811 • e-mail: newhope@newhopeforwomen.org • www.newhopeforwomen.org

### **SPRUCE RUN** (Penobscot County)

P.O. Box 653, Bangor, ME 04402 • Admin.: 207-945-5102 • Hotline: 1-800-863-9909 or 207-947-0496  
TTY: 207-955-3777 • Fax: 207-990-4252 • e-mail: sprucerun@sprucerun.net • www.sprucerun.net

### **THE NEXT STEP** (Hancock & Washington Counties)

Hancock County: P.O. Box 1465, Ellsworth, ME 04605 • Admin.: 207-667-0176 • Hotline: 1-800-315-5579 or 207-667-4606  
Washington County: P.O. Box 303, Machias, ME 04654 • Admin.: 207-255-4934 • Hotline: 1-888-604-8692 or 1-207-255-4785  
Fax: 207-667-8033 • e-mail: lfogelman@nextstepdvproject.org • www.nextstepdvproject.org

### **WOMANCARE** (Piscataquis County)

P.O. Box 192, Dover-Foxcroft, ME 04426 • Admin. & Hotline: 207-564-8165 • Hotline: 1-888-564-8165  
Fax: 207-564-7418 • e-mail: wmncare@wmncare.org • www.wmncare.org

OTHER NUMBERS:

### **AROOSTOOK BAND OF MICMACS FAMILY VIOLENCE PREVENTION SERVICES:**

Office Phone: 207-764-1972 or (Battered Women's Project): 1-800-439-2323

### **HOULTON BAND OF MALISEET INDIANS DOMESTIC VIOLENCE RESPONSE PROGRAM:**

207-532-6401 or cell phone: 207-694-1353

### **PASSAMAQUODDY PEACEFUL RELATIONS DOMESTIC VIOLENCE RESPONSE PROGRAM:**

Hotline: 207- 853-2613

### **PENOBSCOT NATION: (Spruce Run)1-800-863-9909 or 207-947-0496**

**NATIONAL DOMESTIC VIOLENCE HOTLINE:** 1-800-799-7233 • TTY 1-800-787-3224



## Maine Coalition Against Sexual Assault

83 Western Avenue, Suite 2, Augusta ME 04330

Office: 207. 626. 0034 Fax: 207. 626. 5503

Statewide Sexual Assault Support Hotline 1-800-871-7741

Executive Director: Elizabeth Ward Saxl [director@mecasa.org](mailto:director@mecasa.org)

**Donna Strickler, Executive Director**  
***Sexual Assault Crisis & Support Center***

*Serving Southern Kennebec, Knox & Waldo Counties*

3 Mulliken Ct. ✧ Augusta, ME 04330  
Office (207) 626-3425

**Kathy Walker, Executive Director**  
***Rape Response Services***

*Serving Penobscot and Piscataquis Counties*

P.O. Box 2516 ✧ Bangor, ME 04402  
Office (207) 941-2980

**Sue Hall-Dreher, Executive Director**  
***Sexual Assault Support Services of Midcoast Maine***

*Serving Eastern Cumberland, Sagadahoc & Lincoln Counties*

P.O. Box 990 ✧ Brunswick, ME 04011  
Office (207) 725-2181

**Lois Gordon, Executive Director**  
***Downeast Sexual Assault Services***

*Serving Hancock & Washington Counties*

P.O. Box 1087 ✧ Ellsworth, ME 04605  
Office 1-800-492-5550

**Janine Winn, Executive Director**  
***Sexual Assault Victims Emergency Services***

*Serving Franklin County*

P.O. Box 349 ✧ Farmington, ME 04938  
Office (207) 778-9522

**Marty McIntyre, Executive Director**  
***Sexual Assault Crisis Center***

*Serving Androscoggin County*

P.O. Box 6 ✧ Auburn, ME 04212  
Office (207) 784-5272

**Shari Smith, Executive Director**  
***Rape Education and Crisis Hotline***

*Serving Oxford County*

PO Box 300 ✧ South Paris, ME 04281  
Office (207) 743-9777

**Cyndi Amato, Executive Director**  
***Sexual Assault Response Services of Southern Maine***

*Serving York and Cumberland Counties*

P.O. Box 1371 ✧ Portland, ME 04104  
Office (207) 828-1035

**Lorraine Chamberlain, Director,**  
***Outpatient Services***

***AMHC Sexual Assault Services***

*Serving Aroostook County*

162 Main Street ✧ Presque Isle, ME 04769  
Office (207) 762-4851

**Jo Horn, Executive Director**

***Rape Crisis Assistance & Prevention***

*Serving Northern Kennebec & Somerset Counties*

179 Main St. #303 ✧ Waterville, ME 04901  
Office (207) 872-0601

## **Maine Batterer Intervention Programs**

<b>Androscoggin, Franklin &amp; Oxford</b>	<b>Alternatives to Abuse</b> AWAP PO Box 713 Auburn, ME 04212 795-6788 *8, Ext. 46 (Tuesdays)
<b>Aroostook</b>	<b>Resource for Change</b> 293 Main St., Suite 103 Madawaska, ME 04756 728-4160
<b>Cumberland</b>	<b>Abuser Education Program</b> Greater Portland Counseling Center 430 Gray Rd. Falmouth, ME 04104 878-8781
	<b>A Different Choice</b> C/o Shawn Lagrega 175 Lancaster St. Suite 305 Portland, ME 04101 774-1501
	<b>Opportunities for Change</b> 98 Chestnut St. Portland, ME 04101 774-4603
<b>Cumberland &amp; Sagadahoc</b>	<b>Beyond Abuse</b> Sweetser Family Institute 14 Main St., Suite 410 Brunswick, ME 04011 729-1631
<b>Franklin &amp; Oxford</b>	<b>Domestic Abuse Prevention Education Program</b> Maine Abuse Prevention (MAP) 13 Fairview Ave., Suite #1 Skowhegan, ME 04976 474-2654
<b>Kennebec &amp; Somerset</b>	<b>Menswork</b> 283 Water St. Augusta, ME 04330 623-7252

<b>Oxford</b>	<b>Another Way</b> Tri-County Mental Health 143 Pottle Rd. Oxford, ME 04270 743-7911
<b>Penobscot</b>	<b>Batterers' Intervention Program</b> Acadia Hospital PO Box 422 Bangor, ME 04402 973-6100 or 973-6125 (message line)
<b>Penobscot &amp; Hancock</b>	<b>Choice V</b> OP Chemical Dependency Agency PO Box 6330 Hermon, ME 04402 990-1941 667-2730 (Ellsworth Office)
<b>Piscataquis</b>	<b>DV Classes for Men</b> Charlotte White Counseling Center PO Box 380 Dover-Foxcroft, ME 04426 1-800-260-9765
<b>Somerset</b>	<b>Community Violence Alternative (CVA)</b> Maine Abuse Prevention (MAP) 13 Fairview Ave., Suite #1 Skowhegan, ME 04976 474-2654
<b>Washington</b>	<b>Downeast Batterer Intervention Project</b> PO Box 116 Pembroke, ME 04666 726-5153 or 483-6604
<b>York</b>	<b>Violence No More</b> 26 South St. Biddeford, ME 04005 283-8574

**DHHS DV Responder Team**

<b>Site Location</b>	<b>Building</b>	<b>Name</b>	<b>Phone Number</b>
Augusta	221 State St HETL	Barnett, Rose	287-6649
Augusta	221 State St HR	Pomelow, Holly	287-3488
Augusta	221 State St. HR	Hadyniak, Lynn	287-1887
Augusta	2 Anthony Ave.	Fongemie, Janet	626-8630
Augusta	2 Anthony Ave.	Elwell,Christa	624-7989
Augusta	35 Anthony Ave	Trussel, Debbie	624-8020
Augusta	35 Anthony Ave	Grooms, Rebecca	624-8013
Augusta	41 Anthony Ave	Lane, Michele	624-5269
Augusta	442 Civic Ctr Dr	Richardson, Lee	287-6189
Augusta	442 Civic Ctr Dr	Roberts-Scott, Ginger	287-9365
Augusta	286 Water Street	Richards, Holly	287-4321
Augusta	286 Water Street	Eaton, Karen	287-5542
Augusta	221 State Street	Stover, Holly	287-4240
Augusta	Riverview Psychiatric Ctr.	Patnaude, Robert	624-3917
Bangor	Dorothea Dix Psych. Ctr.	Brown, Kristina	941-4245
Bangor	Dorothea Dix Psych. Ctr.	MacDonald, Nancy	941-4191
Bangor	Dorothea Dix Psych. Ctr.	Mullaney, Ruth	941-4431
Bangor	District Office	Lindsey, Chris	941-4314
Bangor	District Office	Horr, June	941-4304
Bangor	District Office	Leonard, Jean	561-4275
Bangor	District Office	Whitney, Robin	561-4271
Biddeford	District Office	Karolides, Cynthia	286-2497
Calais	District Office	Seelye, Tina	454-9014
Caribou	District Office	Morrow, Wayne	493-4040
Caribou	District Office	Corriveau, Brenda	492-4110
Caribou	District Office	Hafford, Molly	493-4131
Farmington	District Office	Thomas, Patricia	778-8414
Houlton	District Office	Stanchfield, Angela	532-5114
Lewiston	District Office	Poland, Sherry	753-9116
Lewiston	District Office	Samson, Robert	795-4329
Lewiston	District Office	Vatcher, Donna	795-4403
Portland	District Office	Valley, Constance	822-2122
Portland	District Office	Vincent, Michelle	822-2272
Portland	District Office	Gagnon, Brenda	822-0298
Portland	District Office	Underwood,Debbie	822-2043
Rockland	District Office	Thompson, Karen	596-4211
Sanford	District Office	Auger, Peter	490-4618
Sanford	District Office	Leahy-Lind, Sharon	490-4625
Sanford	District Office	McDougal, Lynne	490-5407
Sanford	District Office	Fall, Jennie	490-5413
Skowhegan	District Office	Dennis, Jayme	474-4869
So. Paris	District Office	Cray, Trina	744-1254
Winthrop	DDS Carlton Mills Bldg	Upton-Sukeforth, Robin	377-9540