

# Laws in North Carolina Concerning Women based on Domestic violence, employment, and the economy

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**WomenNC 2010 Fellow**

How I got Here.....

# Bennett College For Women

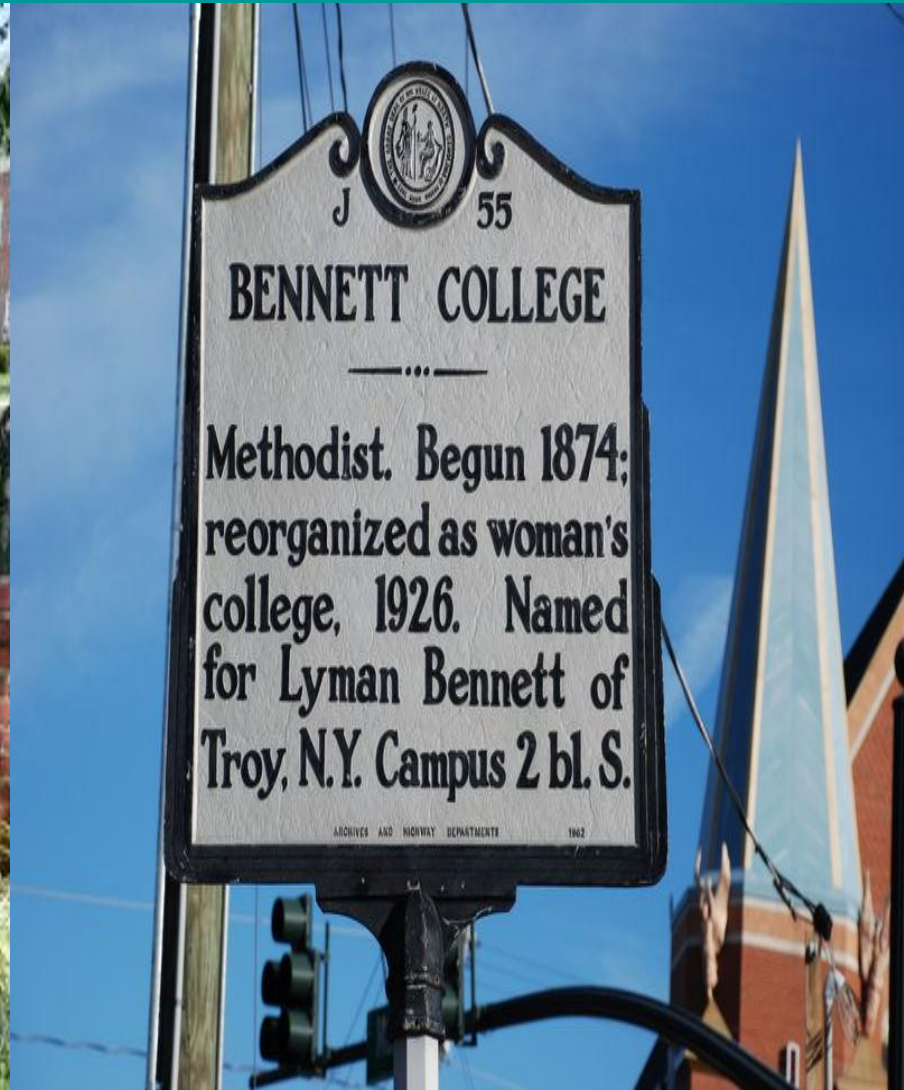
- Small, Private College
- Established in 1873, in 1926, the college was converted into an all women's institute.
- Gloria Scott, the 12<sup>th</sup> Bennett College president, brought 3 students to participate in the Beijing platform in 1995



# Bennett College For Women History

- In the Spring of 1960, Linda Brown, a current professor and alumina of Bennett College, sat at the F.W. Woolworth lunch counter in Greensboro, North Carolina
- Despite being spit on repeatedly by white waiters, she refused to move and requested proper service. This was the start of the first sit-in in Greensboro NC. This was Bennett's way of using other methods than protesting to fight segregation.

# The Campus



# Purpose and Goals

- The purpose of my research is to compare and contrast laws in North Carolina since 1995 concerning women's rights. I will provide examples of how and why each of the laws were created.
- The goal of this research is to help create laws that protect women. As well as, organizations and environments, that women can feel safe and secure in.

# My Motivation to help improve laws concerning Women:

- Kelly Currin Morris

## **Kelly Currin Morris** **Prayer Vigil**



28 year old, loving mother of 2 beautiful daughters.  
Last seen at her home on September 3<sup>rd</sup>, 2008.  
Her home was burned the following date and was determined to be arson.

### **Join Family & Friends Praying for Kelly**

- **When:** Thursday, September 3, 2009
- **Where:** Creedmoor Baptist Church
- **Daycare Lot**
- **Main Street**
- **Creedmoor, North Carolina**
- **Time:** 7:00pm



# Domestic Violence

- In 1991, the case of Braswell v. Braswell revealed a clear message to victims of domestic violence:
- The police cannot protect you, nor do they have to.
- In this case, Mrs. Braswell was in a physically abusive marriage. She filed a restraining order with the Sheriff, against her husband. The restraining order was never documented.
- Mrs. Braswell was a victim of Battered Woman Syndrome/Battered Spouse Syndrome. This syndrome causes domestic violence victims to become less able to respond effectively to the violence against them.



# The Result of Braswell V. Braswell

- In 1999, the Domestic Violence Commission was created and funded by Executive Order.
- In 2001, The North Carolina Council For Women and Domestic violence Commission collaborated together and today they administer more than \$6 million in state and federal funds for domestic violence victims and victims of sexual assault.
- In 2004, North Carolina State Legislature passed a variety of improvements to the states domestic violence laws. North Carolina soon passed laws requiring mandatory arrest or even prosecution in domestic violence cases.
- In 2005, the Domestic Violence Victims Empowerment Act (DVVEA) was created to help protect women of domestic violence.

# Employment

- The Imperial Food Products factory did not acknowledge their employees. The employees were locked in rooms with no windows while they worked to help prevent the loss of chickens by theft.
- The plant had not had a safety inspection in 11 years and there violation of safety codes were never reported.
- On September 3, 1991 in Hamlet, North Carolina, the Imperial Food Products plant caught fire and burned to the ground. Out of the 25 people that were killed, 19 of them were poor, single mothers.

# OSHA violations that were uncovered after the fire

- Locked doors
- No marking of exits or non-exits
- Excessive travel distances to exits
- No fire alarms
- Obstructed doors
- No emergency action plan or fire prevention plan
- No automatic fire suppression plan



**A locked fire-safety door discovered at the Imperial Food Products in Hamlet, North Carolina, on September 3, 1991, after a fire broke out in the chicken plant.**

# The Outcome of The Imperial Food Products fire

- This fire brought public criticism to the Occupational Safety and Health Act Of North Carolina (OSHANC). The North Carolina Department of Labor's Division of Occupational Safety and Health (DOSHS) was also publicly criticized.
- North Carolina created the Retaliatory Employment Discrimination Act (RED) in 1993. RED protects employees who suffer discrimination or retaliation following his/her activity (i.e. Workers' Compensation and the Wage and Hour Act).

# ECONOMIC REGULATORY LAWS

- **Alimony:** A dependent spouse is actually dependent on the other spouse for support. In North Carolina the dependent spouse is no longer presumed to be the wife. The husband can now qualify for alimony or post-separation support as a dependent spouse.
- **The Fair Credit Reporting Act (FCRA)** was passed by congress in 1975 to promote the accuracy, fairness, and privacy of information contained in the files of consumer reporting. (Amended in Oct. 2001)
- **The Civil Right Act of 1991** provides monetary damages in cases of intentional employment discrimination.

# Implementation Of BPFA for Domestic Violence in NC

**NORTH CAROLINA  
COALITION**  
AGAINST DOMESTIC VIOLENCE



*Growing together to end domestic violence...*

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# Sources

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