

# ORCA TALES



## EMPLOYMENT SCREENING DRUG TEST KITS

Orca has had many inquires regarding drug testing as part of **employment screening**. In 2003 Orca found a highly respected provider of drug testing equipment.

Drug Tests that may be administered on site by the employer. We are proud to announce that after considerable negotiation Orca Information was awarded an exclusive distributorship for Washington State. Orca now boasts a saliva drug testing kit that is growing in popularity—it is easy to administer and is accurate. It tests for COC, MOR, AMP, MET, PCP and THC.

As a distributor we offer this product (and others) in cartons of twenty-five kits. The entire process can be administered in a matter of minutes using the provided foam swab collector and cassette. .

A drug policy should be in place and disclosed to persons either currently employed or being considered for employment. A drug free workplace will be a better place for all employees.

More information  
call John @ Ext. #100



## Job Wanted

Shannon is experienced in using a variety of Windows based applications including: Word, Works, Excel, Power-Point, Outlook, Lotus Notes, Global Shop, Great Plains Dynamics, Goldmine, QuickBooks, Banker for Windows, Internet and E-mail. Proficient with UPS shipping software. Also has great Customer Service, Organizational, Interpersonal and Task Management Skills. Shannon wants to work for you! Please call for interviews and or resume. Thanks!

Call: Shannon A. Wright at (360) 854-0992

## ORCA WISDOM



The foolish man seeks happiness in the distance; the wise man grows it under his feet.

\*\*\*James Oppenheim\*\*\*

## Biggest Mistakes by New Landlords

The biggest mistake most new landlords make is not ADEQUATELY screening tenants. They see prospective residents show up, with cash, they look good, you know where they work, etc...relax, take a breath...have them fill out an application and tell them you'll get back to them the next day. Making a decision on the spot without a 24 hour period to check their references can do you in...Remember it's easy to get tenants in, but it costs money and time to get them out!

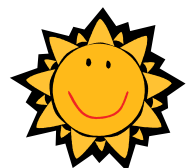
### Run from the Following Applicants...

Screen, screen and screen again. It's cheaper to have a unit vacant for a couple of months that fill it right away with the first bozo that waves a wad of cash in your face, and then you have to go through an expensive and stressful eviction later on. RUN (don't walk) from the following:

- Anyone who shows up in a U-Haul prepared to move-in NOW.
- Applicants who have a hard time remembering ANYTHING (they will surely "forget" to pay the rent one day).
- Anyone who says "My former landlord was a real (choose one) jerk, idiot, unreasonable SOB, slumlord, moron, etc." You will most certainly be the next one added to that list.
- Anyone who offers to do "work around the place" in exchange for rent reductions. You don't EVEN want to go there!
- Anyone waving cash (it will be the last cash you ever see)
- People who classify large snakes and spiders as "pets".

\*\*\*Reprinted from On-Site Magazine.

## HAPPY SUMMER!



## DOMESTIC VIOLENCE

### Relationships, behaviors and crimes...

Many state statutes will specify either the relationships provided for, and/or the behaviors necessary to constitute the legal definitions of domestic violence. The following are provided to assist the court in identifying these cases:

**Relationships between parties:**

- Current Spouses
- Former Spouses
- Adult persons related by blood or marriage
- Parents of child in common
- Unmarried persons of same or different genders currently or previously residing together
- Intimate partners of same gender
- Dating relationships
- Biological or legal parent-child relationship

**Behaviors included in Domestic Violence Statutes:**

- Physical harm, bodily injury
- Assault
- Infliction of fear of imminent physical harm, bodily injury, or assault
- Sexual assault of one family or household member by another
- Stalking

The following chart is not an exhaustive list but illustrates both the behavioral and legal definitions of domestic violence as well as the criminal charges that can result from these acts. Note that some of the behaviors are not considered criminal, but they are nonetheless used by the perpetrator as part of the pattern to control the victim.

## Protecting Our Future

For decades, parents, guardians, and teachers have told children to “stay away from strangers,” in an effort to keep them safe. The National Center for Missing & Exploited Children does not recommend using the “stranger-danger” message. They realize that children do not have the same understanding of who a stranger is; therefore, it is a difficult concept for the child to grasp. It is much more beneficial to children to help them build the confidence and self-esteem they need to stay as safe as possible in any potentially dangerous situation they encounter rather than teaching them to be “on the look out” for a particular type of person. The “stranger-danger” message is not effective and, based on statistics about those who harm children, **danger to children is greater from someone they or their family knows than from a “stranger”**. Children should also learn assertive techniques for telling someone not to touch them and have the confidence in an adult who will believe them when told about an incident. Children rarely lie about sexual abuse incidents. The biggest myth is that the dangers to children come from strangers. In the majority of cases, the perpetrator is someone the child knows, and that person may be in a position of trust or responsibility to the child and family. Parents should choose opportunities to reinforce safety skills. Children should be taught safety measures such as who they are and where they live and to be observant and aware of their surroundings at all times. Children should know that there is always someone they can trust to help them.

*\*\*\*reprinted from Everett Police Crime Watch Newsletter*

Type of Domestic Violence:	Behavioral (both criminal and non-criminal)	Criminal Charges
Physical Battery	Slapping, punching, kicking, choking, hitting, burning, assault with a weapon, shoving or punching, etc.	Assault, Manslaughter or Murder, Reckless Endangerment
Sexual Battery	Forced sex, attacks against genitals, forcing sex in front of children, pressured sex, unwanted sexual touching, etc.	Rape, Rape of a Child Indecent Liberties Assault with Intent to Commit Rape
Psychological Battery	Threats of violence, suicide, child snatching, reckless driving to intimidate victim, isolating, interrogating, controlling, or degrading victim, etc.	Coercion, Telephone Harassment, Custodial Interference, Harassment, Criminal Trespass, Violation of Court Orders, Stalking, Unlawful Imprisonment, Reckless Driving
Battery of Property / Pets	Attacks against property to control victim, hitting walls, destroying objects, giving away property, setting fire to property, tormenting pets, etc.	Cruelty to Animals Malicious Mischief Theft Arson or Reckless Burning
Battery of Children	Injury to child during assault on victim, physical or sexual abuse of child, threats of violence, kidnapping, child concealment, children witnessing violence, etc.	Assault, Kidnapping, Custodial Interference, Criminal Mistreatment Homicide by Abuse