

Assessment Tool for Trauma-Informed Practices in the Labor Movement

Trauma-Informed Toolkit

When engaging survivors in advocacy efforts, it is critical to promote survivor-centered and trauma-informed practices. This tool can help unions and workers identify opportunities to improve and strengthen current practices in response to domestic violence, sexual assault, stalking, and harassment (DVSASH).

Assessment Questions		
Staff training and development	<input type="checkbox"/> Yes <input type="checkbox"/> No	Is staff trained on signs of trauma and the wide range of possible responses to traumatic events?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff receive training on DVSASH related policies and procedures on how to respond to disclosures of harassment and violence?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Has staff received training on trauma-informed leadership development including the importance of providing choices and helping survivors make informed decisions, setting appropriate boundaries with survivors, and offering referrals services?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Is a sensitivity to trauma responses viewed as a strength for a staff member and an indicator of them doing their job successfully?

New organizing outreach and intake	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff ask workers about whether they have experienced, witnessed, or heard accounts of workplace sexual harassment and violence?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	When staff asks about DVSASH, do they ask in private settings where workers wouldn't need to disclose in front of others?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Has the organization established internal practices that promote survivor privacy and choice?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Do staff clearly communicate how the organization will respond if workers disclose experiences?
Survivor interviews about SVH	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff maximize survivor control over where, when, and how interviews are conducted? For example, does staff ask and respect what interview methods survivors would prefer (e.g., written statement vs. video) or who else they would like in the room for an interview (other supports, a specific interpreter, a specific staff member)?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff use interpreters who are trained on trauma-informed practices, such as the importance of never interrupting survivors while they are recounting an experience? Does staff communicate in advance with survivors about the need to pause for interpretation to avoid any need for interruption?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff ask for permission to start an interview, clarify why they are asking to follow up questions if they need to ask for more details, and make clear that survivors do not have to answer anything they do not wish to answer?

Survivor interviews about SVH	<input type="checkbox"/> Yes <input type="checkbox"/> No	Are staff trained to guide interviews with an awareness of how survivors may recall traumatic events?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff understand and accept non-linear ways of storytelling and collaboratively work with survivors to create corroborative timelines?
Grievances	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does the grievance handler take into account the survivors' desires with respect to the outcome?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does the grievance handler describe the grievance procedure and keep the survivor fully informed throughout the process?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does the union ask survivors how the grievance procedure could be improved for future members who may file complaints?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Are there third-party reporting mechanism for survivors?
Contracts	<input type="checkbox"/> Yes <input type="checkbox"/> No	If the union has sexual harassment language outside a generalized anti-discrimination clause in its contract, are its shop stewards and staff aware of its protections and how to enforce them?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does the union include questions about DVSASH in its contract campaign bargaining surveys?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does union staff ask survivors what workplace sexual harassment and violence protections they need?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does the union prioritize issues of DVSASH shared in bargaining surveys?
Support for staff	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff working on the issue of DVSASH have support and control over how they engage on these topics?

	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff have access to linguistically culturally- appropriate referrals for sexual assault services?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Is leadership aware that staff may be survivors themselves?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff have access to affordable mental health resources and time to use such services?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Is staff supported when they personally experience DVSASH in the workplace?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Are there ways to report DVSASH that occurs between union members and/or staff?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	

Workplaces Respond provides technical assistance to workplace stakeholders seeking to better prevent and respond to domestic violence, sexual assault, stalking, and harassment impacting the workplace. Scan this QR code to access the Resource Center.



This project is supported by Grant No. 15JOVW-22-GK-04852-NRCW awarded by the Office on Violence Against Women, U.S. Department of Justice. The opinions, findings, conclusions, and recommendations expressed herein or in any materials herein, are those of the authors and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.

© 2024 Futures Without Violence. All rights reserved. This product provides only general information; it does not constitute or supplant legal advice or consist of the practice of law and should not be used or relied upon as such. Legal advice is dependent upon the specific circumstances of each situation and upon the law in specific jurisdictions. Do not rely on legal information without consulting an attorney licensed to practice law in your jurisdiction.