

# Four Rs of Trauma-Informed Responses<sup>i</sup>

An effective workplace response to violence and harassment applies the four Rs of a trauma informed response to all policies and practices.

**Realize**  
**Realize** the pervasiveness of trauma among employees

**Recognize**  
**Recognize** trauma and the impacts of violence

**Respond**  
**Respond** by incorporating an understanding of trauma into workplace practices

**Resist Retraumatization**  
**Resist re-traumatization** by examining & modifying potentially harmful practices

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

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<sup>i</sup> For SAMHSA's original framework, consult SAMHSA's Concept of Trauma and Guidance for a Trauma Informed Approach. Substance Abuse and Mental Health Services Administration. (2014). *SAMHSA's Concept of Trauma and Guidance for a Trauma-Informed Approach*. HHS Publication No. (SMA) 14-4884. Retrieved from: <https://library.samhsa.gov/sites/default/files/sma14-4884.pdf>.