

Four Rs of Trauma-Informed Responsesⁱ

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.



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ⁱ 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>.