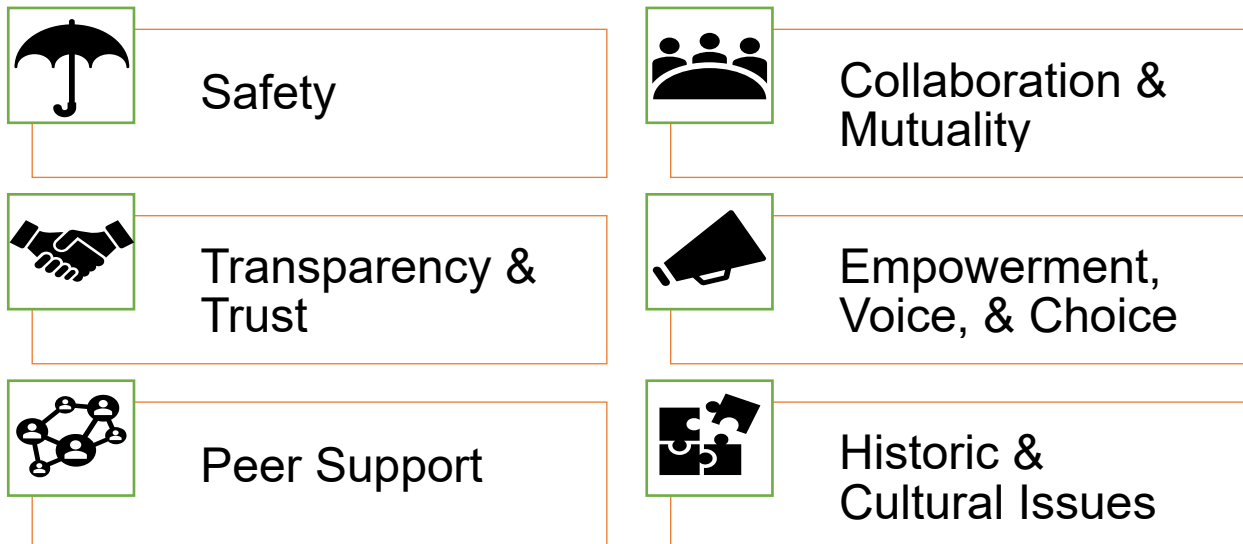


Four Rs of Trauma-Informed Responses: Respond

By **realizing** the traumatic effects of domestic violence, sexual assault, stalking, and harassment and how they show up in the workplace, **recognizing** the elements of trauma, **responding** in a survivor-centered way, and **resisting** policies and practices that lead to **re-traumatization**, workplaces can ensure safer, more productive, and resilient workplaces for all workers.

Workplaces can become more trauma-informed by considering how current policies and practices impact survivors and adjusting approaches to reflect how individuals experience trauma. Being trauma-informed is “less about ‘what’ you’re doing and more about ‘how’ you’re doing it.”ⁱ It is an on-going process that can range from simple actions to sweeping change.

There are six key trauma responsive elements that workplaces should consider when developing and implementing policies and practices that support workplace safety and promote prevention.



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.

ⁱ Administration for Children and Families, Department of Health and Human Services. *Resource Guide to Trauma-Informed Human Services*. Retrieved from: <https://www.acf.hhs.gov/trauma-toolkit>.