Dear Workplaces Respond Partners:

The National Resource Center: Workplaces Respond to Domestic & Sexual Violence (Workplaces Respond) is pleased to share with you this 2024 Stalking Awareness Month (StAM) Toolkit. Using the Four Rs of Trauma Responsiveness, the toolkit guides the users through realizing the prevalence of stalking, recognizing stalking behaviors, responding with compassion and providing resources, and resisting (re)traumatization through educating oneself and others. Please consider sharing this toolkit with your networks.

The toolkit includes resources to enhance your workplace capacity to better serve survivors and prevent and respond to stalking impacting workers and workplaces:

- An infographic with high-level information about stalking and the workplace;
- Easy to remember mnemonic devices to understand stalking behaviors;
- Links to resources, tips, model policies and trainings, and videos;
- Common misconceptions about stalking; and,
- Information on January 18th Stalking Awareness Day of Action.

Workplaces Respond is available to provide free technical assistance for all workplaces to support development and implementation of workplace responses to assist survivors of gender-based violence and harassment (GBVH), including domestic violence, dating violence, sexual assault, stalking, and sexual harassment. Please use this link to submit requests for assistance.

With gratitude,
Workplaces Respond
workplacesrespond@futureswithoutviolence.org

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 on this toolkit or in any materials on this site, are those of the authors and do not necessarily reflect the views of the Department of Justice, Office on Violence Against Women.
About Stalking Awareness Month

January 2024 marks the twentieth National Stalking Awareness Month (NSAM). The first NSAM in January 2004 was in response to the stalking and murder of Peggy Klinke by her ex-boyfriend. Peggy’s sister, Debbie Riddle, wanted to transform the tragedy of her sister’s death to push for greater knowledge of stalking and increased responses to help save lives of future targets of stalking. Riddle wanted to ensure that families would not experience the same tragedy her own had experienced when they lost Peggy.

The National Center for Victims of Crime partnered with Lifetime Television and Representative Heather Wilson (R-NM) to share Peggy’s story during a Congressional briefing. The briefing was focused on strengthening the response from law enforcement for people experiencing stalking. Rep. Wilson introduced a Congressional Resolution that same day to support a National Stalking Awareness Month.

Six months later, the National Center for Victims of Crime launched the first observance of NSAM. However, it wasn’t until 2011 that the first Presidential Proclamation of NSAM was issued by the President Obama White House.

Since then, the Stalking Prevention, Awareness, & Resource Center (SPARC), a project of AEquitas, was funded through an Office on Violence Against Women grant in 2017. SPARC aims to increase awareness, provide education, training, and further the coordination between victim/survivor advocates, law enforcement, and prosecutors to ensure more effective interventions as well as keeping survivors and communities safe.
Stalking Awareness Month
Realize: Prevalence

What is Stalking?
Legal definitions of stalking vary across different jurisdictions, however, the Office on Violence Against Women defines stalking as “engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or suffer substantial emotional distress.”

Stalking is a pattern of repeated, unwanted attention and contact that causes fear or concern for one’s safety or the safety of someone close to the target. Stalking can involve repeated visual or physical proximity; non-consensual communication via email, text, call, etc.; and/or verbal, written, or implied threats that would cause a reasonable person fear. Stalking can, and often does, take place in person, through a third party (proxy stalking), or via the technology/internet.

1 in 3 women and 1 in 6 men reported experiencing stalking at some point in their lifetime.2

~1 in 6 (16%) of transgender people surveyed reported experiencing stalking by an intimate partner.3

67% of survivors know their perpetrator4

9.4% of survivors knew their harm-doer as a professional acquaintance5

1 in 7 stalking victims relocate due to their victimization6

1 in 8 lost time from work due to safety concerns and/or to deal with the stalking7

3 in 10 accrued out-of-pocket costs8

For workers who are the target of stalking, this can often manifest as employment sabotage. Employment sabotage has the goal of causing an individual to get fired, quit, or experience negative consequences in the workplace. It can include repeated telephone calls to showing up in the workplace to contacting coworkers and supervisors. Read more about employment sabotage here.
Stalking Awareness Month

**Recognize: Behaviors**

- **Fixed**
  - the stalker is single-mindedly focused on a specific target

- **Obsessive**
  - the stalker is all-consuming with the life details of the target

- **Unwanted**
  - the behavior of the stalker is unwanted by the target

- **Repeated**
  - the behavior of the stalker is repetitive in nature

**Surveillance**
- following, spying (in-person or through technology or a third-party proxy), appearing at a person’s work or home

**Life Invasion**
- unwanted, harassing, communication (in-person or through technology), making unwanted contact, spreading rumors

**Intimidation**
- implicit and explicit threats to self, family, friends, pets, or the target, property damage, forced confrontations, blackmail, retaliation

**Interference**
- professional, personal, social disruption and/or sabotage in the life of the target, physical and sexual attacks and violence
Learn More

- **The Stalking Prevention, Awareness, and Resource Center**
  - The Stalking Prevention, Awareness, & Resource Center (SPARC) is a federally funded project providing education and resources about the crime of stalking. SPARC aims to enhance the response to stalking by educating the professionals tasked with keeping stalking victims safe and holding offenders accountable. SPARC ensures that allied professionals have the specialized knowledge to identify and respond to the crime of stalking.

- **University of Kentucky - Center on Coercive Control**
  - This website provides information about stalking as a tool of coercive control within intimate partner relationships. Tools include education as well as the Stalking and Harassment Assessment & Risk Profile (SHARP).

Helplines

*Note: a 24/7 hotline for stalking does not exist in the United States.*

- **Victim Connect Resource Center**
  - Available Monday - Friday, 9 a.m. - 5 p.m. EST via phone, chat, or text.
  - 1-855-4VICTIM (855-484-2846)

- **National Domestic Violence Hotline**
  - Available 24/7 via call, chat, and text.
  - 1-800-799-SAFE (7233)
  - TTY: 1-800-787-3224
  - Text “START” to 88788

- **National Sexual Assault Hotline**
  - Available 24/7, callers will be connected with a trained sexual assault advocate in their area. Also available via chat on the website.
  - 1-800-656-HOPE (4673)
Stalking Awareness Month Respond: Resources

- **The Deaf Hotline**
  - Available 24/7 via phone and email.
  - 1-855-812-1001
- **Love Is Respect**
  - Available 24/7 via call, chat, and text.
  - 1-800-331-9474
  - TTY: 1-800-787-3224
  - Text “LOVEIS” to 22522

**Technology Support**

- **Tech Safety App**
  - A project of the National Network to End Domestic Violence.
  - Find information about tech abuse and tips for privacy and safety.
- **Clinic to End Tech Abuse**
  - A part of Cornell University Tech.
  - They work directly with survivors to determine if someone is using technology to harm them -- and what they can do to stay safe. They also facilitate cutting-edge research to understand how abusers can misuse technology.
- **Coalition Against Stalkerware**
  - The Coalition Against Stalkerware was founded in November 2019 in response to the growing threat of stalkerware. With the purpose of fighting against technology facilitated abuse, the initiative aims to unite both organizations that work to combat domestic violence and the IT security community.

**Risk Assessment and Safety Planning**

- **Documentation Logs**
- **Stalking Safety Strategies**
- **Stalking and Harassment Assessment and Risk Profile** (SHARP)
Workplaces Respond Resources

- **Addressing the Impacts of Violence Trauma in the Workplace: Promoting Worker Wellness and Resilience through Trauma-Informed Practice**
  - This white paper proves information about promoting worker wellness and resilience through trauma-informed practice.

- **Employer Guide to Safety Planning**
  - This guide provides information on different types of safety plans with a focus on workplace-related aspects.

- **Fact Sheet: Stalking and the Workplace**
  - This fact sheet provides information and prevalence data at the intersection of stalking and the workplace.

- **Model Workplace Policy on DVSAS**
  - This model policy aims to standardize survivor-centered and trauma-informed protocols that respond to employees experiencing DVSAS and advise employees of preventive and supportive resources.

- **Model Training on Preventing & Responding to DVSAS: Implementing Supportive Workplace Policies & Practices**
  - This training describes how DVSAS impacts the workplace; and informs participants how to apply trauma-responsive principles when providing support to survivors, and implement workplace policies that are survivor-centered, trauma-informed, equitable, and promote employee resilience.

- **Video: Responding to Gender-Based Violence & Harassment in a Virtual Setting**
  - This video and accompanying discussion guide introduces ways in which workplaces and employers can better respond to and prevent DVSAS in virtual workplace settings.
Stalking Awareness Month
Resist (Re)traumatization: Tools

Six Principles of Trauma-Informed Care

The Substance Abuse and Mental Health Services Administration (SAMHSA) introduced the following six principles in *SAMHSA’s Concept of Trauma and Guidance for a Trauma-Informed Approach*.

The below are short summaries from the document.

- **Safety**: People feel physically and psychologically safe in their environments.

- **Trustworthiness and Transparency**: Operations and decisions are transparent and strive to build trust within the workplace and with external partners, including clients.

- **Peer Support**: The workplace learns from workers, especially workers who are survivors, to discover what will work and how they can contribute to workplace safety and respect.

- **Collaboration and Mutuality**: Where possible, practice power-sharing to achieve a collaborative and mutually respectful workplace.

- **Empowerment, Voice, and Choice**: The workplace and decision-makers trust that survivors know what is best for them and work to give them opportunities to recover as they need.

- **Cultural, Historical, and Gender Issues**: The workplace and its decision-makers understand the complexity of identity as the identities a survivor holds can impact their risk and protective factors as well as access and barriers to supportive services. Additionally, they understand how historical and intergenerational trauma can compound a trauma survivors experiences. A trauma-informed workplace tries to eliminate barriers and provide equitable access to resources.
Common Misconceptions

"Stalkers are always strangers."
- The 2016 NISVS estimated that **stalking by an intimate partner is most common**, occurring in 43.4% of situations for female victims, **followed by acquaintances** (including coworkers) in 40.6% of situations.\(^1\)
- Workplace supervisors also stalk. **3.7% of women reported stalking by a person of authority**, including a boss or supervisor, at some point in their lives. Similarly, **3.3% of men reported being stalked by a person of authority**.\(^12\)
- In 2019, **16% of stalking survivors** reported meeting their stalker through work, usually a client or colleague.\(^13\)
- In a 2019 Bureau of Justice Statistics report, **only 18.1% of survivors of stalking reported that the perpetrator was a stranger**.\(^14\)

"If you ignore it, it will go away."
- Stalking behaviors are a risk factor for the escalation of violence. A 1999 study found that 76% of femicide victims and 85% of attempted femicide victims were stalked.\(^15\)

"Technology-facilitated stalking isn't that bad."
- In a Bureau of Justice Statistics report, **80% of stalking victims reported being stalked through technology**. The most common methods of which were unwanted phone calls and voice and text messages (65.8%) and unwanted emails or messages using the Internet or social media (54.6%).\(^16\)
- A 2017 qualitative study of cyberstalking in the U.K. found that the **emotional impact of cyberstalking includes anxiety and depression**. Survivors indicated they often employed avoidant and/or confrontational coping, ignoring the perpetrator, support seeking, and cognitive reframing as strategies to cope with the stalking. Unfortunately, these common coping mechanisms can impact how stalking survivors perform at work.\(^17\)
Day of Action

Purpose: Raise awareness for this prevalent and traumatic crime, show support for survivors, and bring back the sparkle - for Peggy Klinke and all other victims and survivors of stalking.

Action: post a photo of you and/or your team sparkling against stalking! Print the sign here (or write one yourself) and consider wearing something sparkly or shiny, posing in front of a sparkly curtain, or repurposing tinsel or other sparkly décor from the holiday season.

“Peggy had a sparkling personality and would light up a room. As the stalking continued and continued, we saw that shine fade.”

— Debbie Riddle, sister to Peggy

History: On January 18, 2003, Peggy Klinke was murdered by her stalker.

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