JANUARY is
Stalking Awareness Month

Dear Workplaces Respond Partners:

The National Resource Center: Workplaces Respond to Domestic & Sexual Violence (Workplaces Respond) is pleased to share with you this 2025 National Stalking Awareness Month Toolkit, which includes resources to enhance your organization's capacity to prevent, respond to, and support workers affected by stalking. Whether you are just beginning this work or building upon existing programs, our goal is to provide you with practical tools and resources that are easy to implement.

There is no need to reserve these strategies for the month of January. This toolkit offers quick tips to guide you toward sustainable change and, for those looking to go deeper, links to more comprehensive materials.

Workplaces Respond is available to provide **free technical assistance** to all workplaces who are reviewing, improving, creating, and implementing programs and policies to prevent and address stalking, domestic violence, sexual assault, and harassment in the workplace. Please **use this link** to submit requests for assistance. Visit **our website** to learn more.

With gratitude,
Workplaces Respond

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Stalking in the World of Work

According to the **Stalking Prevention, Awareness, and Resource Center (SPARC)**, **stalking** is defined as a pattern of behavior directed at a specific person that would cause a reasonable person to fear for their own safety or the safety of others; or suffer substantial emotional distress.

Stalking poses risks to the physical and emotional safety of workers, co-workers, and customers and clients, and can negatively affect productivity and morale. In addition, employees may misuse work time or company equipment and resources to engage in stalking. This may create liability for their employer.[1]

Stalking can occur anywhere in the world of work. The **world of work** refers to any location in which employees, paid and unpaid interns, contractors, volunteers, board members, consultants, and temporary workers perform their job duties.
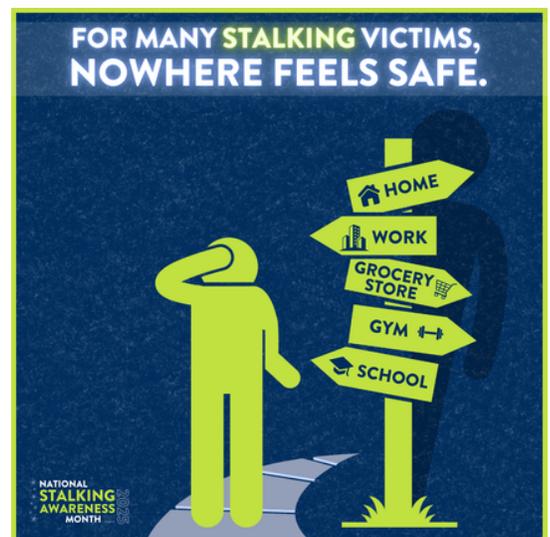
This includes:
- public and private spaces in the employer's office building;
- places where a worker takes a break, eats a meal, or uses washing and changing facilities;
- a temporary offsite work location;
- a person's home while remote working;
- a hotel or restaurant used by an employee on work travel;
- a conference center or training site;
- a work-related social gathering; or
- online or virtual work communications.

Employees are not only impacted by violence that happens within the workplace.

Stalking often co-occurs with domestic violence, sexual violence, and harassment. An employee could be stalked by a current or former intimate partner, a current or former employee, or even someone online. No matter who a stalker is, their behaviors can affect an employee's ability to perform work-related activities and be safe while at work.

The threat posed to the survivor and the workplace will depend upon the perpetrator and their actions, but it is often a risk factor for homicide. Workplaces should take stalking seriously and have protocols in place to prevent and respond to stalking.

FOR MANY STALKING VICTIMS, NOWHERE FEELS SAFE.

HOME · WORK · GROCERY STORE · GYM · SCHOOL

NATIONAL STALKING AWARENESS MONTH

Prevalence of Stalking

According to the National Intimate Partner and Sexual Violence Survey Report on Stalking, nearly 1 in 3 women (38.9 million) and 1 in 6 men (19 million) **will be stalked in their lifetime**.[2]

1 in 3 women

&
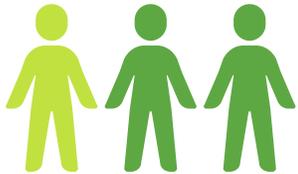
1 in 6 men

Most stalking victims are stalked by someone they know, commonly a current/former intimate partner (40%) or an acquaintance (42%).[3] Among stalking survivor-offender relationships that are acquaintances, about **1/4 are acquaintances met through work.**[4]

1 in 4

1 in 8

According to a 2023 study, 1 in 8 survivors of stalking **lost time from work** due to safety concerns and/or to deal with the stalking.[5]

In study on women who were stalked by an intimate partner, 82.5% reported at least one **work harassment** tactic that occurred both during the relationship and while ending the relationship.[6]

82.5%

48%

Among a sample of **cyberstalking victims, 48%** described negative work consequences such as difficulty concentrating at work, missed work, or quitting or getting fired.[7]

Learn more about the rates and impacts of stalking on **SPARC's website**.

Stalkers and their Impact on the World of Work

Stalking can fit into 4 broad and overlapping categories:

Surveillance
Following, watching, tracking and monitoring using technology, unwanted communication, showing up unexpectedly, gathering personal information

Life Invasion
Showing up in the victim's life, sending gifts, excessive contact, spreading rumors, public humiliation, hacking and impersonating victims online

Intimidation
Threatening either covertly or overtly to harm self, victim, others, or property; symbolic violence, confrontation, blackmailing

Interference
through sabotage or attack disrupting professional or social life, attacking victim or others close to them, financial sabotage, stolen or damaged property, ruining reputation

The following page shows examples of how these four categories of stalking can manifest in the workplace through varied relationship dynamics.

Stalkers and their Impact on the World of Work, cont.

Non-employee Stalking Employee

- **Life Invasion:** An employee's abusive ex-girlfriend calls and texts his work phone during work hours, interfering with his duties, and keeps showing up outside the work building.
- **Intimidation:** A former employee starts leaving violent/aggressive comments about their former supervisor on the company's social media page after being terminated.
- **Interference:** An employee was sexually assaulted by their classmate, who then sent photos of the assault to the employee's supervisor and coworkers.

Employee Stalking Employee

- **Surveillance:** An employee walks by his coworker's desk multiple times a day, waiting to follow him once he goes on his lunch break.
- **Interference:** Two coworkers who were secretly dating break up. The employee who was broken up with then outs his ex/coworker to everyone at work, including supervisors, colleagues, and external partners.
- **Surveillance:** A supervisor waits for his employee after work every day so he can privately walk her to her car.

Employee Stalking Another Person

- **Surveillance:** An employee drops an AirTag (tracking device) into their partner's bag before work to track their whereabouts throughout the day.
- **Life Invasion:** An employee uses his company phone to call his girlfriend's sister to ask if his girlfriend is cheating.

Employee Using Workplace Items to Stalk

- **Surveillance:** An employee uses her company car to drive by her ex-girlfriend's house to see if anyone is home.
- **Life Invasion:** An employee uses their company computer to repeatedly email a staff member at a partner organization, asking them on dates.

Responding to Stalking in the World of Work

Survivors know the dynamics of their situation better than anyone else. It is critical to keep the employee experiencing violence involved in all decisions. Making decisions or taking actions without their knowledge or consent could pose a serious safety risk for the employee and their coworkers.

Discuss with the employee experiencing stalking what they need to feel safe at work. This could look like:

- Co-creating a [workplace safety plan](#).
- Working with security or front desk personnel to identify the stalker. Developing response protocols should they show up at the workplace.
- Arranging for an escort to walk the employee to/from a car or other method of transportation.
- Screening or transferring the employee's phone calls or emails. This maintains a record of the stalker's attempts without allowing access to the victim. The employee could have a new email address/phone number that they use during this time.

  Note: When stalkers no longer have access to their victim (when a phone number or email changes, or the victim blocks them), they are unlikely to stop. Instead, they may change their method of contact and escalate their behavior. For example, a stalker could show up in person instead of calling.

- Helping the employee document the stalker's behavior. SPARC offers [templates of documentation logs](#). Employers can encourage the victim to save all emails, voicemails, text messages, photos, and online postings by the stalker. These may be useful for future police reports, legal proceedings, or protection orders (if the survivor chooses to get one).
- Working with Human Resources personnel to offer appropriate [leave](#) or flexible scheduling options for the employee to attend court hearings or seek support services.
- Relocating the victim to another work area until they feel comfortable returning.
- Altering the employee's work schedule and accommodating telecommuting.
- Removing the affected employee's contact information from directories and websites.

Responding to Stalking in the World of Work, cont.

- Offering to connect the employee with resources such as the local [employee assistance program (EAP)](#) or local survivor advocates. [Domestic violence and sexual assault support agencies](#) often work with stalking survivors, regardless of whether the perpetrator is an intimate partner or a sexual assault has occurred, and can help the employee develop a personal safety plan.

- Obtaining a no-trespass order covering the work site (if allowed under state law). In some states, workplaces can obtain a Protection Order, also known as a Restraining Order, or injunction on behalf of the organization rather than on behalf of the employee.

    Note: A Protection Order may include a "stay-away" provision requiring that the perpetrator maintain a certain distance away from the victim at all times, and/or may specifically prohibit the perpetrator from entering the victim's workplace, home, gym, daycare center, or any other place.

- Providing other reasonable accommodations required by anti-discrimination laws and the [laws for survivors in your state](#).
- Training employees on workplace policies, which should include confidentiality.

    Note: Colleagues should not disclose information about other employees, whether or not they know that their coworker is a victim of violence. For example, some stalkers may reach out to their victim's colleagues to gather information. They may pose as other parties and ask when the targeted person is working or available (i.e., "do you know what time they come in? I have something to give them"). When you know an employee is a victim of violence, take additional precautions to protect their privacy.

Responding to Stalking in the World of Work, cont.

- Recommending that the victim not contact or respond to the stalker, while also understanding that some victims may continue to have contact and engage with their perpetrator as a safety strategy. They may want to know what the perpetrator is doing, thinking, and/or planning in order to plan or negotiate accordingly for their own safety.
- Supporting the employee even if they continue a relationship with the person who is stalking them. **Leaving an abusive relationship could put a survivor at higher risk of harm**, including an escalation of stalking behaviors and workplace disruptions from the abusive partner.

Stalkers can be persistent, and their abusive behavior may continue for a long period of time. Continue to work with the survivor and shift strategies based on their needs.

Note: Regardless of where stalking occurs in the world of work, an employee can receive support. However, an organization's response will change depending on the location where the incident occurs. For example, an organization's security personnel should respond to an incident within radius of the employer's building, but they would not be expected to respond to an employee's home - even if that is where the employee is working.

Preventing Stalking in the World of Work

Workplaces can implement strategies to prevent an employee from perpetrating violence. This is called **primary prevention**. Strategies should focus on addressing the root causes of harmful behaviors as well as strengthening factors that protect individuals, the organization, and the community from using or experiencing violence.

Examples of primary prevention include:

Implementing and responding to assessments of workplace culture, such as a culture walk, a climate survey, or a risk assessment.

Developing policies and programs focused on eliminating barriers to accessing safer employment, education, and other basic needs.

Organizing and providing training to all staff about stalking red flags as well as expectations around employee conduct. Training should happen multiple times and be offered in a variety of formats to increase learning and engagement.
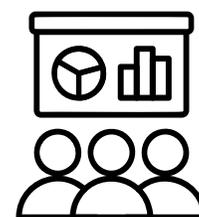
Fostering an organizational culture in which consent, shared power, inclusion, and accountability are valued, normalized, and expected. This can include programs that promote prosocial behavior among staff and the community.

Preventing Stalking in the World of Work, cont.

Workplaces can also implement strategies after an incident of stalking occurs to prevent the escalation of harmful behaviors and lessen the negative impact those behaviors have on the victim and their colleagues. This is called **secondary and tertiary prevention**. Examples of secondary and tertiary prevention include:

- Developing effective workplace policies and protocols so all staff are aware of how a situation will be handled and can prepare appropriately. Policies should also provide clear expectations and pathways for support and workplace accommodations following an incident of violence or harm.

- Cultivating a trauma-informed workplace. Witnessing a coworker experiencing intimate partner violence or stalking can be a traumatic experience. After incidents of harm, all members of the organization should be supported.

- Acknowledging that anyone – regardless of what they look like, their gender, age, etc. – can be a victim of stalking. Believe the victim and validate their feelings.

- Acknowledging that a stalker's behavior is never the victim's fault. Avoid minimizing, rationalizing, making excuses for, or laughing at the stalker's behavior.

- Holding offenders accountable. Don't rely on promises from the perpetrating individual, regardless of whether they are an employee. People who perpetrate violence tend to deny responsibility for their actions. Do not tolerate or excuse their behavior. Have policies that address the person causing harm and refer them to services where they can learn to stop being violent.

- Forming partnerships with local victim services agencies, including those that are culturally specific, to increase employee access to confidential support services.

Resources for Employers

Workplaces Respond Resources

These resources from the National Resource Center, funded by the Office on Violence Against Women, will help you learn more about stalking, support survivors within your organization, and create workplace policies and structures to prevent and respond to dating and domestic violence, sexual assault, stalking, and harassment (DVSASH).

- Model Policy
  - This resource offers a framework for developing a workplace policy to prevent and respond to DVSASH in the workplace. The purpose of the policy is to define the roles and responsibilities of the employer to address and respond to the impacts of DVSASH in the world of work.
- Factsheet: Stalking in the Workplace
  - This factsheet created in partnership with the Stalking Prevention and Awareness Resource Center describes the ways in which stalking impacts employees and the workplace.
- Employer Guide to Safety Planning
  - Safety plans are an important tool to help reduce a survivor's risk of harm from an abusive individual. This guide provides information on safety planning with a focus on the workplace.
- Tips for Creating a Resilient Workplace
  - This resource shares five strategies workplaces can implement to foster greater resilience among employees.
- Six Supportive Ways to Address Trauma
  - This guide describes six steps that employers or employees can take in response to a traumatic incident impacting the workplace including how to promote well-being and resilience.

Resources for Survivors

- Employment Protections Guide
  - This guide outlines legal protections that pertain to employment for survivors.
- Decision Tree for Sexual Harassment in the Workplace
  - This checklist outlines key considerations for employees experiencing sexual harassment and other harms in the workplace.
- State and Tribal Domestic Violence Coalitions and Sexual Assault Coalitions
  - This website provides a map and list of sexual and domestic violence coalitions and tribal coalitions organized by state and territory.
- Victim Connect Hotline
  - This hotline, hosted by the National Center for Victims of Crime, can help refer victims to local support organizations.
- Clinic to End Tech Abuse (CETA)
  - CETA works 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
  - Offers educational resources about identifying, removing, and preventing stalkingware, and lists support organizations both in the United States and abroad.
- Stalking and Harassment Assessment and Risk Profile (SHARP)
  - SHARP is a 48-item web-based assessment which provides an assessment of the "big picture" of a stalking situation. Survivors are encouraged to work with a victim service provider to complete this assessment and to develop safety strategies.

Additional Resources

- [The Stalking Prevention, Awareness, and Resource Center](#)
  - The Stalking Prevention, Awareness, & Resource Center (SPARC) provides resources and education about stalking for survivors, their loved ones, and employers from professions such as victim services, law enforcement, and healthcare.
- [How to Talk to an Employee Who Perpetrates Domestic or Sexual Violence](#)
  - This video is part of the Ohio Domestic Violence Network's series on starting conversations in the workplace about domestic and sexual violence.
- [The Intersections of Stalking, Trafficking, And Economic Security](#)
  - Futures Without Violence and Battered Women's Justice Project created a workshop and factsheet on how stalking tactics are used to force and coerce individuals into sex and labor trafficking, prevent survivors from engaging in legal protections, and sabotage economic opportunities.

References

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