CREATING SURVIVOR-SUPPORTIVE WORKPLACES

DATA-DRIVEN INSIGHTS FOR EMPLOYERS



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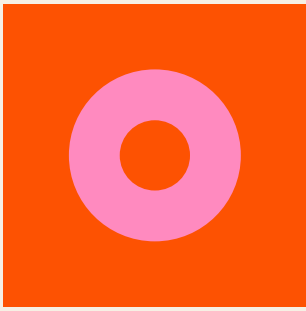
CONTENT WARNING

SOME OF THE QUOTES in this resource may reflect choices or practices that feel familiar—things you or your organization have done before as an employer. We recognize that it can be difficult to read what sounds like critique. We invite you to approach this report as a resource for learning and improvement. Our hope is that these stories and recommendations from survivors support your growth and help create a safer, more supportive workplace for all employees.

CONTENT WARNING

- Please be advised that this resource contains mentions of gender-based violence (GBV), intimate partner violence (IPV), domestic violence, sexual assault, economic abuse, trauma, court appearances, police, workplace discrimination, job loss, and physical harm.

- Please take care of yourself in whatever way that is comfortable to you as you're reading this resource, such as pausing to reflect and write what you're feeling, taking a break from reading, doing breathing exercises with your eyes closed, etc.



Why Workplaces Should Support Survivors Of Gender-Based Violence (GBV): GBV Financially Devastates Survivors, Including Their Employment

1 in 2

transgender people[1] and cisgender women[2] are subjected to GBV by an intimate partner in the U.S. – **meaning every employer employs survivors**

TOP

obstacle to survivors' safety is **financial insecurity**

99%

of survivors are subjected to **economic abuse**[3] – control of their financial resources by a harm-doer

WHAT SURVIVORS SAY:

90.3%

A harm-doer disrupted their ability to **obtain or maintain a job**

84.2%

GBV **negatively impacted their job performance**

74.2%

They were subjected to **economic abuse in the workplace**

73%

GBV caused **job/income loss** or missed career opportunities

If we have not included a citation for a data point, that means it can be found in FreeFrom's. *Survivors at Work: Findings on Workplace Experiences*. Lead author: Pilar Victoria May 1, 2025.

WHAT SURVIVORS SAY:

> **"Being a survivor does not make me any less qualified or capable of doing my job. I have the ability to thrive and be successful if employers would be willing to work with my needs. Collaboration with survivors and employers not only benefits the survivor, but also helps the workplace thrive and be successful when employees feel seen, heard, and supported."**

> **"Survivors are competent and capable, despite being overwhelmed by circumstances. If you empower them and believe them when they tell you what they need (i.e., a more flexible schedule, [the] ability to work from home, more resources, etc.), they will show up and work hard. Survivors WANT to succeed and contribute value in the workplace."**

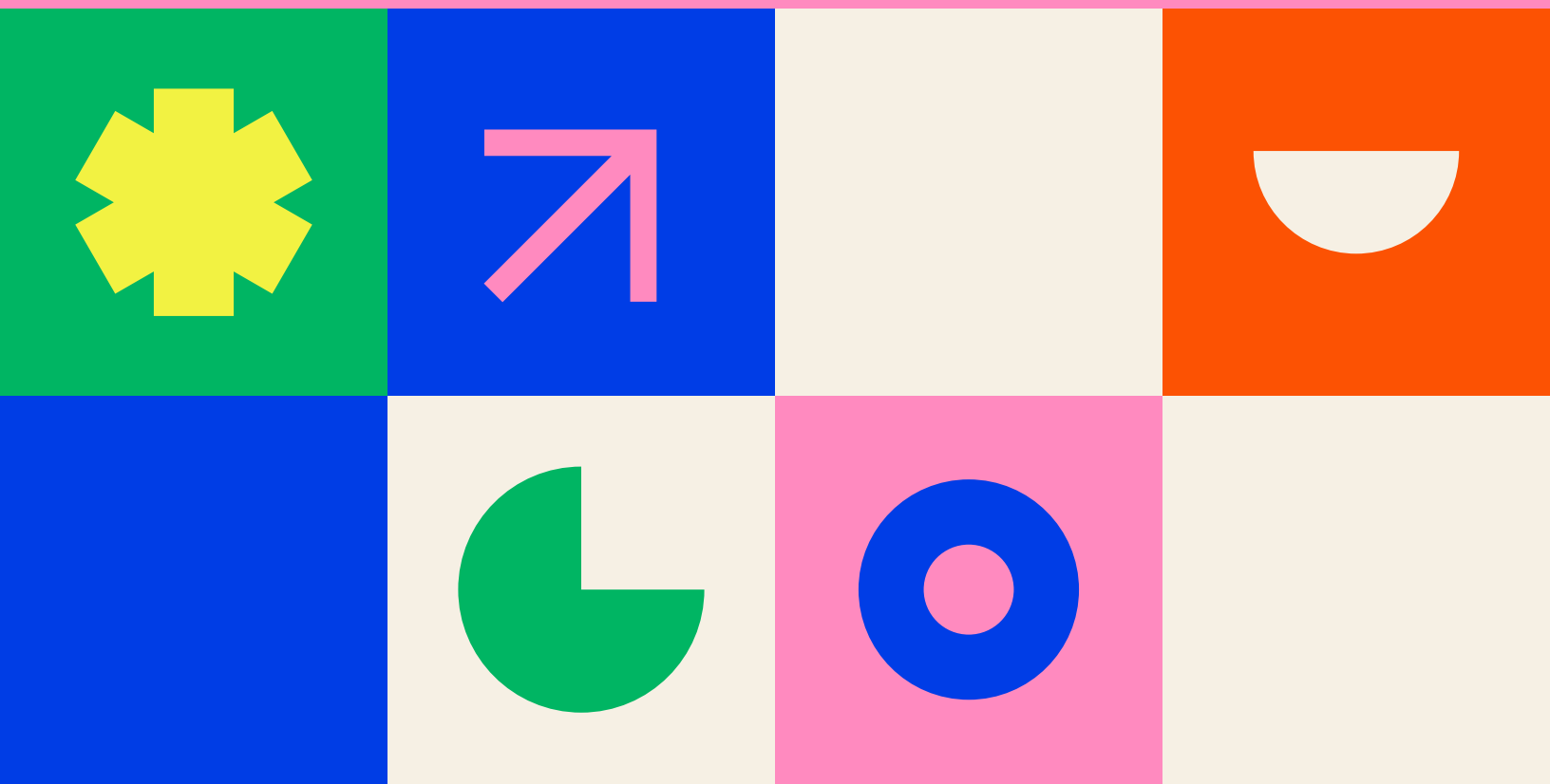
The quotes in this resource are drawn directly from the experiences of survivors who received grants from FreeFrom's Safety Fund in 2021 (unless noted otherwise). We have compensated survivors for sharing their expertise, experiences, and time, and we deeply thank every survivor for sharing.

How Employers Can Support Survivors in The Workplace: Provide Survivor-Supportive Workplace Policies / Benefits

Employers can provide survivors with security and consistent support by implementing survivor-supportive workplace policies and benefits. The table below shows the percentage of survivors who indicated that the policy/benefit listed would help them stay employed and/or focus more on their job.

Workplace Policy / Benefit	% of survivors who said this would be supportive
1. **Emergency grants** that the employee would not have to pay back	95.5%
2. **Fully paid, protected, stand-alone safe leave** to deal with the consequences of GBV	92.8%
3. **Savings match program** from the employer in which the employer matches a certain % of the money that the employee saves each month	92.3%
4. **Flexibility** with working from home and working different hours based on the employee's needs	91.7%
5. **401k match program** in which the employer matches a certain % of the money that the employee saves in their employer-provided 401k account each month	90.7%
6. **Peer groups** for survivors with their coworkers that are kept confidential from their employer and offer support	83.4%
7. **Emergency loans** that the employee would pay back	82.4%
8. Affordable and accessible **childcare options**	82.1%
9. **Flexible options for receiving paychecks** (e.g., direct deposit, paper check, Paypal)	81.8%

WORKPLACE POLICIES



WORKPLACE POLICY

1. Emergency Grants

WHAT ARE EMERGENCY GRANTS?

Employers provide no-strings-attached, flexible emergency grants directly to employees, offering immediate financial relief without repayment. Employees can use the funds to help mitigate the financial costs related to the consequences of GBV, including but not limited to:

- **Attorney and court costs**
- **Finding a new safe place to live**
- **Seeking medical attention**
- **Seeking mental health services**
- **Recovering from the financial devastation of GBV**
  (e.g., paying off coerced/fraudulent debt by a harm-doer to avoid negative impacts on their credit, repairing a damaged car for their safety, etc.)

WHY EMPLOYERS SHOULD PROVIDE EMERGENCY GRANTS:

#1 EMERGENCY GRANTS CAN SUPPORT SURVIVORS' #1 NEED: UNRESTRICTED CASH

75.4%
of survivors identified **cash to spend as they see fit** as their top need

$289
Survivors have an average of $289 that **only they can access**[4]

$10k
Survivors have an average of more than $10k in **abuse-related costs**[5]

25.9%
of survivors who were employed at the time of the survey said that they were able to **focus more on their work** as an immediate result of receiving an emergency grant from FreeFrom

95.5%
of survivors said that access to an **emergency fund** would help them stay employed and/or worry less and focus more on their job

ONLY 2.7%
of survivors said **their job offers emergency grants or loans**

WORKPLACE POLICY

1. Emergency Grants (Cont'd)

WHAT SURVIVORS SAY:

> "The process of healing from narcissistic abuse and IPV [intimate partner violence] relationships is so expensive and exhausting. It would be helpful to have [an] emergency fund or leave/hours set aside so we can prioritize safety....Sometimes, work is the one place we can temporarily escape the abuse."



WORKPLACE POLICY

2. Paid and Protected Safe Leave

WHAT IS PAID AND PROTECTED SAFE LEAVE?

Employers provide at **least 4 weeks** of dedicated time off – separate from other existing time off – so employees can address the consequences of GBV, including but not limited to:

- **Going to court**
- **Finding a new safe place to live**
- **Seeking medical attention**
- **Seeking mental health services**
- **Recovering from the financial devastation of GBV**
  (e.g., paying off coerced/fraudulent debt by a harm-doer to avoid negative impacts on their credit, repairing a damaged car for their safety, etc.)

Employees receive their full pay during this time and are fully protected from job loss or other retaliations for taking leave.*

State laws may already require safe leave options for survivors and/or prohibit such retaliation.** Offering policies above what is minimally required by law can help to foster supportive workplaces for all employees.

WHY EMPLOYERS SHOULD PROVIDE PAID AND PROTECTED SAFE LEAVE:

Standalone, paid, and protected safe leave can support survivors' financial security and safety. Without this safe leave, however, they have to make the difficult choice between:

JOB SECURITY
(by going to work to keep their job but not being able to prioritize their safety and address GBV in a timely manner)

SAFETY AND WELL-BEING
(by taking time off to address GBV but risk being fired or retaliated against for the time off)

*Employers can adopt a paid and protected safe policy for their workplace using FreeFrom's Model Safe Leave Policy in the Workplace. **https://www.freefrom.org/wp-content/uploads/2025/01/FF_Model-Safe-Policy-Leave_2025.pdf**

** Employers can check their respective state laws in FreeFrom's National Survivor Financial Security Policy Map and Scorecard. **https://mapandscorecard.freefrom.org/**

WORKPLACE POLICY

2. Paid and Protected Safe Leave (Cont'd)

Survivors who did take time off to address GBV said they had to deplete an average of:

12
DAYS OF VACATION

11
DAYS OF SICK LEAVE

But they are not actually on vacation or sick when taking this time to address GBV.

92.8%

of survivors said that **access to standalone, paid, and protected safe leave** would help them stay employed and/or worry less and focus more on their job

ONLY 2.4%

of survivors said their job offers **paid and protected leave** to deal with the consequences of GBV

WHAT SURVIVORS SAY:

> **"I eventually had to quit my well-paying corporate job because I ran out of sick and vacation time and was unable to take an unpaid leave of absence. I had to flee my home and go on public assistance to be able to feed my children."**

WORKPLACE POLICY

3. Savings Match Program

WHAT IS A SAVINGS MATCH PROGRAM?

Employers offer a savings match program in which the employer matches up to a certain percentage of the money the employee saves each month to help employees build savings. A savings match program would help survivors save money confidentially and securely without a harm-doer's knowledge, and survivors would be able to easily access and withdraw the match money.

WHY EMPLOYERS SHOULD PROVIDE A SAVINGS MATCH PROGRAM:

A savings match program can help survivors build the savings necessary for their financial security and safety.

$10

Survivors report having an average $10 in savings[6]

66.8%

of survivors said a harm-doer **forced or pressured them** to give them the survivor's savings or other assets

92.3%

of survivors said that access to a **savings match program** would help them stay employed and/or worry less and focus more on their job

WORKPLACE POLICY

3. Savings Match Program (Cont'd)

WHAT SURVIVORS SAY:

> **"[FreeFrom's] Savings Match Program* payments didn't necessarily cover all of my moving expenses, but they encouraged me to start savings habits that helped me meet my goal of relocating. It also helped me to realize that my experiences as a survivor impacted my financial insecurity and that it's not 'all my fault,' which helped to alleviate the shame I felt for not earning as much as I thought I should."**

*While not an employee-specific program, FreeFrom's Savings Match Program matches up to $55/month of 12 months of savings for each participating survivor with a $120 bonus, creating a total $1,440 savings cushion for each survivor. This quote is from a participant of FreeFrom's Savings Match Program.



WORKPLACE POLICY

4. Flexible Work Schedule

WHAT IS A FLEXIBLE WORK SCHEDULE?

Employers provide a flexible work schedule to help address the volatility of GBV and accommodate the employee's safety needs, including but not limited to:

- **The ability to work different hours when the employee needs to** (for example, working from 8 am - 5 pm on one day, and 11 am - 7 pm the next day)
- **The ability to work from home when the employee needs to**
- **The ability to work at a different branch location when the employee needs to**

Depending on the industry, line of work, or the employee's responsibilities, a flexible work schedule policy may not be applicable. In this case, it is best to offer other means of flexibility, such as the option to work in a less customer-facing environment, informed by the employee's needs.

WHY EMPLOYERS SHOULD PROVIDE A FLEXIBLE WORK SCHEDULE:

A flexible work schedule policy can help survivors stay safe and increase focus on their work.

GBV IS OFTEN UNPREDICTABLE

and can happen at any time and anywhere – **including a survivor's workplace**

TOP OBSTACLE

Survivors shared that **fear for their safety** – including the constant worry about potential harm, such as the harm-doer showing up at their workplace – is a top obstacle to their focus at work

91.7%

of survivors said that **access to flexible work schedules** would help them stay employed and/or worry less and focus more on their job

18.7%

of survivors said their **job offers flexible work schedules**

13.5%

of survivors said their **job offers options to work from home**

WORKPLACE POLICY

4. Flexible Work Schedule (Cont'd)

WHAT SURVIVORS SAY:

> **“I’ve had employers who have offered flexible schedules, understanding that some days are just harder and more impossible than others. This acknowledgment of my mental and physical well-being as a priority has been so affirming.”**



WORKPLACE POLICY

5. 401K Match Program

WHAT IS A 401K MATCH PROGRAM?

Employers offer a 401k match program, or a similar employer-sponsored retirement plan, in which the employer sets up a 401k and matches up to a certain percentage of the money that the employee contributes to their 401k account each month. The program would help survivors build retirement savings in a secure and confidential way, helping to prevent economic abuse.

WHY EMPLOYERS SHOULD PROVIDE A 401K MATCH PROGRAM:

A 401k match program can help survivors build retirement savings necessary for their long-term financial security and safety.

$10

Survivors report having an average $10 in savings[7]

90.7%

of survivors said that access to a **401k match program would help them stay employed and/ or worry less and focus more on their job**

13.3%

of survivors said their **job offers a 401k match program**

WHAT SURVIVORS SAY:

> **"My ex stole all retirement funds after always calling them ours..."**

WORKPLACE POLICY

6. Peer Group With Coworkers

WHAT IS A PEER GROUP WITH COWORKERS?

Employers offer confidential and safe opportunities for survivors and their coworkers to form peer groups that provide emotional and financial support and advice through lived experience.

Confidentiality and employee autonomy are critical for participants of the peer group. Survivor employees must be able to create their own peer groups and meet in confidentiality, with the employer playing a hands-off, supportive role, such as providing funds to help nurture community building within the peer group.

WHY EMPLOYERS SHOULD PROVIDE A PEER GROUP WITH COWORKERS:

Peer groups with coworkers can help survivors access community and feel supported and less alone in the workplace, as GBV often leads to isolation.

Many survivors shared that the impacts of GBV (including the harm-doer's controlling behavior and the trauma of harm) made it difficult for them to form relationships with coworkers.

Some survivors shared that a harm-doer isolated them and controlled their relationship with others, including coworkers.

83.4%

of survivors said that access to **confidential peer groups for survivors would help them stay employed and/or worry less and focus more on their job**

ONLY 6.2%

of survivors said their j**ob offers opportunities for peer engagement** with their colleagues (e.g., peer support groups)

ONLY 1.3%

of survivors said their **job offers opportunities for peer engagement** with their colleagues who are also survivors

WORKPLACE POLICY

6. Peer Group With Coworkers (Cont'd)

WHAT SURVIVORS SAY:

> "All my coworkers support me in so many ways on a daily to weekly basis. [M]any of them are also Survivors. When I had a situation happen earlier... they understood I wasn't at full capacity and didn't require the same level of 'productivity' from me during that time."



WORKPLACE POLICY

7. Emergency Loans

WHAT ARE EMERGENCY LOANS?

Employers offer low-to-no-cost, flexible emergency loans to employees in the case of a crisis, with the loans being repaid to the employer over time. This covers the consequences of GBV, including but not limited to:

- **Going to court and associated costs**
- **Finding a new safe place to live and associated costs**
- **Seeking medical attention**
- **Seeking mental health services**
- **Recovering from the financial devastation of GBV**
  (e.g., paying off coerced/fraudulent debt by a harm-doer to avoid negative impacts on their credit, repairing a damaged car for their safety, etc.)

Employer-offered emergency loans are not intended to make the employer a debt collector. Rather, these loans are meant to support the financial security and safety of survivor employees by providing liquid money.

Employees who receive an emergency loan and leave their job before paying off the loan would still be responsible for loan repayment.

WHY EMPLOYERS SHOULD PROVIDE EMERGENCY LOANS:

#1 EMERGENCY LOANS CAN SUPPORT SURVIVORS' #1 NEED: UNRESTRICTED CASH

75.4%

of survivors identified **cash to spend as they see fit** as their top need

$289

Survivors have an average of $289 that **only they can access**[8]

$10k

Survivors have an average of **more than $10k in abuse-related costs**[9]

WORKPLACE POLICY

7. Emergency Loans (Cont'd)

82.4%

of survivors said that access to an **emergency loan program would help them stay employed and/or worry less and focus more on their job**

ONLY 2.7%

of survivors said their **job offers emergency grants or loans**

WHAT SURVIVORS SAY:

> **"Providing options for getting paid, a fund or loan to help [us] escape, and even to help once getting back on our feet is critical to self-sufficiency. Missing periods of time without employment on my resume isn't a red flag that I should be penalized for."**



WORKPLACE POLICY

8. Affordable Childcare

WHAT IS AFFORDABLE CHILDCARE?

Employers provide affordable childcare options that help employees balance childcare needs and work needs, such as:

- **Onsite childcare at work provided by the employer**
- **Flexibility to bring their child/children to work**
- **Flexibility to work from home with a childcare specialist who looks after the child/children at the employee's home, paid for by the employer**
- **Childcare subsidies or reimbursement stipends provided by the employer**
- **Consultations and referrals to help find childcare, paid for by the employer**
- **Backup childcare options when the employee's usual childcare arrangements fall through**

WHY EMPLOYERS SHOULD PROVIDE AFFORDABLE CHILDCARE:

Affordable childcare options can support the employment of survivors who have dependents in gaining or maintaining their job.

39.9%

of survivors said they have not had a job or earned an income because they had to **care for children, family members, or others** that depend on them

16.1%

of survivors said they have not had a job or earned an income because **the cost of childcare / caregiving** for a family member is more than what they would make at work

28.7%

of survivors said that a harm-doer **refused to provide childcare**, causing them to change their work schedule, leave early, or miss work without being able to get coverage or give notice

WORKPLACE POLICY

8. Affordable Childcare (Cont'd)

82.1%

of survivors who have one or more dependents said that access to **affordable childcare options would help them stay employed and/or worry less and focus more on their job**

ONLY 1.2%

of survivors said their job **offers affordable childcare options**

WHAT SURVIVORS SAY:

> **"My current employer gave me this job to help me leave my abuser. She understands that I want to work as much as I can while still having to take care of my 5 children by myself. I am able to bring my youngest child to work with me so that I can afford to take care of all of my children and still make a way to stay away from my abuser and start over."**



WORKPLACE POLICY

9. Flexible Payment Options

WHAT ARE FLEXIBLE PAYMENT OPTIONS?

Employers offer options for how employees receive their paychecks, with flexibility to change payment methods. For example, the employee can choose to receive their paycheck via direct deposit, paper check, or PayPal. The employee can change the payment method as needed for any reason, such as due to a harm-doer compromising their former payment method.

WHY EMPLOYERS SHOULD PROVIDE FLEXIBLE PAYMENT OPTIONS:

Flexible payment options can support survivors with accessing their paychecks, because direct deposit does not work for every survivor.

74.1%

of survivors said they **do not have access to a safe and protected bank account**[10]

81.8%

of survivors said that **access to flexible payment options** would help them stay employed and/or worry less and focus more on their job

WORKPLACE POLICY

9. Flexible Payment Options (Cont'd)

WHAT SURVIVORS SAY:

> "When I first started working again in April 2021, my bank account was still linked to my ex. I did not want direct deposit until I had untangled my finances completely, but I was told by HR I had to have direct deposit, [and] they would not cut me a paper check (because it cost them too much money to [do so]). Because my ID had my old address on it, I could not open a new account until I got a new ID and because of the pandemic it took weeks to get a new ID, and I had to wait all that time to get paid, so I could get the ID, new bank, [and] direct deposit. I was eating mustard packs and walking everywhere ([I] couldn't get gas for my car) for a while there until I could get paid."

WORKPLACE POLICY

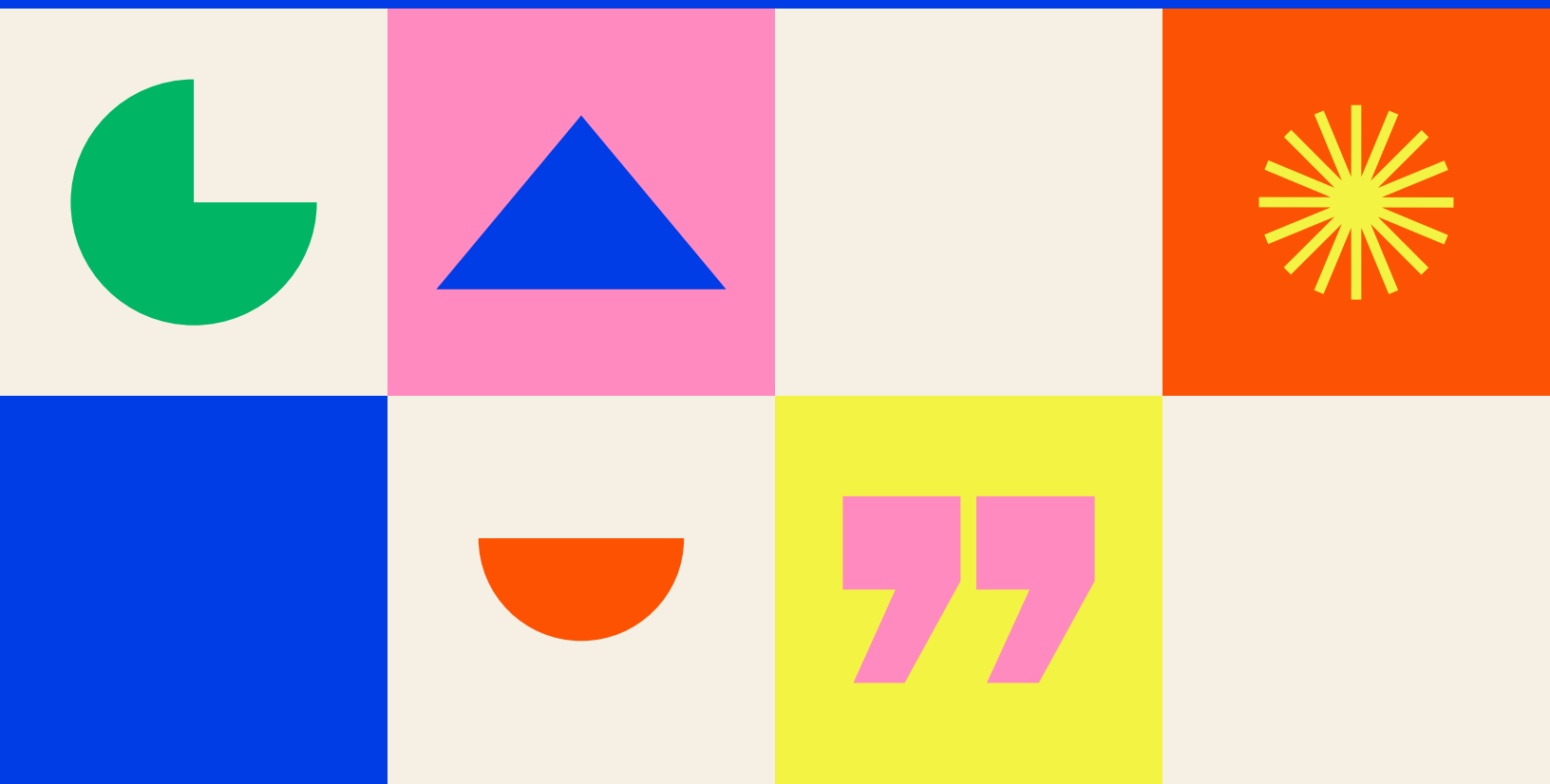
Additional Workplace Policies

The nine policies and benefits listed previously are not an exhaustive list. It is critical to listen to survivors about what they need and want in the workplace. Below are several recommendations that survivors shared about how employers can further support their financial security and/or safety, beyond the nine policies and benefits:*

	What survivors say
Support from the employer on accessing mental health resources, such as free or subsidized therapy/ counseling	**35.1%** of survivors said that they experience **mental health struggles that prevent them from getting a job** Survivors shared that the mental health impacts resulting from GBV are a top obstacle to their focus at work, job performance, and work productivity. "[My boss] did help me look for a therapist when I was in an emotionally deficit place after doing the work with other survivors."
Additional financial resources from the employer, such as early issued paychecks and bonuses	"I've had a manager pay me almost two weeks early because she knew what I was going through, not just emotionally but financially as well." "[My employer] gave me a $500 hire bonus to help me get situated after leaving my abusive husband."
Workplace accommodations informed by the employee's specific safety needs	"[The employer] can ask the employee what changes in the work environment would make her or him feel safer, such as providing priority parking and escorts from the parking area. Change the employee's office phone number, and remove the employee's name from automated contact lists. Install panic buttons for the employee and receptionist. Place plants or partitions around the employee's work area to serve as barricades to prevent the abuser from walking directly up to the employee…." "One time, I showed up to work with bruises that, even covered up with make-up, you could still see. [My boss] wrote me a formal letter asking me to cover overnight shifts when she really was just giving me the opportunity to stay at the hotel for a few nights while I recovered. The letter showed my partner that I had a legitimate reason to be gone."

* See more recommendations in Part 6-B: Workplace support & needs of FreeFrom's *Survivors at Work: Findings on Workplace Experiences*. Lead author: Pilar Victoria. May 1, 2025.

THE ESSENTIAL ELEMENTS OF A SURVIVOR-SUPPORTIVE WORKPLACE POLICY/BENEFIT



How Employers Can Ensure Workplace Policies/ Benefits Support Survivors:

Integrate The Essential Elements

Providing survivor-supportive workplace policies/benefits is crucial, as:

81.1% of survivors said that **access to workplace benefits or policies specifically for survivors** would help them stay employed and/or worry less and focus more on their job

ONLY 2.5% of survivors said their job(s) offers benefits or support **specifically for survivors**

Providing policies and benefits is only part of creating a survivor-supportive workplace. Employers can integrate the following essential elements of a survivor-supportive workplace policy/benefit to ensure that these policies and benefits effectively and inclusively support survivors:

- **Survivor-informed and driven**
- **Trust-based**
- **Protected**
- **Flexible**
- **Confidential**
- **Universal**
- **Sustainable**
- **Transparent**
- **Accountable**
- **Iterative**

THE ESSENTIAL ELEMENTS OF A SURVIVOR-SUPPORTIVE WORKPLACE POLICY/BENEFIT

Part 1 Is Your Policy/Benefit...

SURVIVOR-INFORMED AND DRIVEN?

Survivors are the experts on their needs and how to meet them. You cannot create a survivor-supportive workplace if survivors are absent at any stage of creating such a workplace.

Ensure you listen to survivors and trust and follow their lead on how to create and implement the policy/benefit.

> **"Listen to [survivors'] needs, ask them what their access needs & wants are, and try your best to provide them."**

TRUST-BASED?

Survivors are often required to tell their story, relive their trauma, and provide "proof" of the GBV (such as police reports or court orders) to access services and support. However, not everyone can provide such "proof," preventing many survivors from accessing these services and support. Trust survivors without asking for "proof."

If "proof" must be required, accept an expansive list of options, including a self-attestation letter or a letter from a friend, doctor, therapist, or domestic violence/sexual assault advocate.

> **"Trust and be nonjudgmental when they share what's happening in their lives. Don't ask for additional 'proof.' Be flexible."**



THE ESSENTIAL ELEMENTS OF A SURVIVOR-SUPPORTIVE WORKPLACE POLICY/BENEFIT

Part 2 Is Your Policy/Benefit...

PROTECTED?

Survivors should not fear retaliation or risk losing their jobs for accessing employment benefits.

Explicitly prohibit such retaliation as well as discrimination from other employees against survivor employees for being a survivor or needing accommodation and support, including accessing the policy/benefit.

> **"Le dije a mi supervisora que estoy sufriendo bullying y discriminacion, por parte de mis compañeras por ser sobreviviente de violencia doméstica. Y mi supervisora solo me dijo que no me lo tomara a pecho."**

[Spanish to English translation]*

> **"I told my supervisor that I am being bullied and discriminated against by my coworkers because I am a survivor of domestic violence. And my supervisor just told me not to take it to heart."**

FLEXIBLE?

Safety looks different for everyone, and there is no one-size-fits-all solution. For example, GBV can happen abruptly, and some employees may not be able to give advance notice of needing to use the policy/benefit. In these moments, survivors need understanding and flexibility around when they notify their employer.

> **"I was written up for calling off work for something relating to my past trauma. I have also asked for schedule flexibility while I juggled work with trauma-related responsibilities (therapy, child-care issues due to being [a] single parent, court, therapy for children, etc.) and was denied, although the nature of the position did not require a set schedule."**

*FreeFrom conducted the survey in English and Spanish. This quote was originally provided in Spanish. To honor the survivor's voice, we have listed the quote in its original Spanish form, followed by an English translation. The translation was done by FreeFrom's bilingual staff to maintain accuracy and cultural nuance.

THE ESSENTIAL ELEMENTS OF A SURVIVOR-SUPPORTIVE WORKPLACE POLICY/BENEFIT

Part 3 Is Your Policy/Benefit...

CONFIDENTIAL?

Confidentiality is essential to a safe and supportive workplace for survivors. Establish clear policies that prioritize survivor safety, such as not sharing an employee's schedule or location without their consent and sharing certain details on a need-to-know basis. To foster safety and trust among all employees, ask only what is needed and avoid requiring employees to disclose personal details to access workplace policies or benefits. When an employee requests access to policies or benefits, lead with asking the employee how they can be supported rather than making assumptions about their situation.

> **"Please don't shame or make the survivor explain more than they have to about their situation. They are already embarrassed about what is happening and they just need you to be understanding and empathetic. Let them know you are there for them and ask if there is anything they need. I promise that once their lives are better [and] calmer at home, the better the employee will be."**

UNIVERSAL?

GBV can happen to anyone at any point in their lives. Making the policy/benefit available to all employees – regardless of the sector, job type, tenure, job title, or job responsibilities of the employee – on Day 1 of their employment can help address GBV.

> **"Give us benefits, no matter how new. Trust me, we'll be more satisfied, efficient, and productive workers knowing our employers have our backs."**

THE ESSENTIAL ELEMENTS OF A SURVIVOR-SUPPORTIVE WORKPLACE POLICY/BENEFIT

Part 4 Is Your Policy/Benefit...

SUSTAINABLE?

Survivors want permanent policies and benefits. Finance teams can support by ensuring that budgets and financial planning keep the costs of these policies and benefits on the side of the employer. They can also support by ensuring policies and benefits can be implemented long-term. It is important that a policy/benefit is not funded by employee paychecks, especially because GBV financially devastates survivors.

TRANSPARENT?

Regularly communicate to employees about the progress and updates of implementing the policy/benefit, how the policy/benefit works, and the progress and updates of the review of the policy/benefit after implementation.

ACCOUNTABLE?

Provide accountability related to the creation, implementation, review, and access of the policy/benefit.

For example, if a manager denies an employee's access to the policy/benefit, how can that manager be held accountable and how can the employee still be able to access the policy/benefit?

ITERATIVE?

Creating a survivor-supportive workplace is an iterative process, rather than a one-and-done action.

Regularly review and update the policy/benefit to ensure it effectively and inclusively supports survivor employees.

WHAT SURVIVORS SAY:

> **“In a world where survivors [are] fully supported, I could work at any workplace and receive a living wage with benefits and not worry about losing my job if I needed to reach out for support and help. I’d love to live in a world where survivors wouldn’t have to be afraid to disclose their experiences to their employers for fear of discrimination, job loss, or stigma.”**



ABOUT FREEFROM

FreeFrom is a national survivor-led organization on a mission to build a world free from gender-based violence. A world where everyone is free to live to their full potential.

To date, FreeFrom has distributed over $5 million to survivors across the U.S. to support their immediate safety, build savings, and invest in their small businesses.

At **FreeFrom**, we work to end gender-based violence with survivors by building safety and economic freedom. We do this through bold survivor-led strategies that build our collective power and activate everyone in society to play their part — before, during, and beyond moments of crisis.



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SURVIVORS AT WORK

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