



# What the White Ribbon Campaign Says About... **Workplace Violence**

Workplaces should be a safe place. Workplace issues around violence against women result in Absenteeism, Inability to Focus, Poor self esteem, Low productivity and Low Morale.

- Violence against Women costs UK Businesses £2.7 billion each year
- Stalking victims miss an average of 11 days of work after each incident
- 30% of pornography is viewed during office working hours
- Workplaces have a duty to protect their employees

## **Why some Workplaces don't take Violence Against Women (VAW) seriously:**

- Most stalkers are not psychotic, although some may have other mental illness including depression and substance abuse. Some feel anger and hostility towards the victim stemming from actual or perceived rejection. Controlling behaviour is also a primary motive Managers are not aware of the varieties or the total costs of violence against women in the workplace.
- Staff are reluctant to report incidents as they don't feel supported.

## **What All men Can Do to Stop Workplace Abuse:**

- Wear a white ribbon - a pledge never to commit, condone, or remain silent about violence against women
- Create a workplace safety policy which should include Signposts for help, Special leave arrangements, a Confidentiality clause. A draft workplace domestic abuse policy is available from white ribbon.
- Work within your trade union to develop a workplace safe from violence against women.
- White Ribbon has a [Draft Workplace VAW strategy](#).

**While some men are part of the problem,  
all men can be part of the solution!**