

**VIOLENCE
AGAINST
WOMEN
RAPE AND
SEXUAL
ASSAULT**

EQUALLY SAFE AT
WORK

About rape and sexual assault

Rape and sexual assault severely affects the lives of victim-survivors and results in trauma, fear, stress, anxiety, depression, panic attacks and flashbacks. This affects their experience at work and can make it difficult for women to focus, or feel safe getting to, being at, and leaving work.

Rape and sexual assault are significantly under reported for fear of not being believed, fear of being blamed, not wanting friends or family to know, a lack of confidence in the criminal justice system or fear that going to the police will be too emotionally difficult.

Impact of rape and sexual assault on the workplace

It affects women's employment in a range of ways including:

- Needing to take time off because of the physical and emotional impact.

- Difficulties focusing or completing tasks due to trauma, panic attacks, stress and depression.
- Feeling overwhelming or easily stressed.
- Leaving a job they enjoy and value without being able to discuss what happened.
- Difficulty being in work situations which may involve groups of men or being alone with men.



For more information and support

Rape Crisis Scotland

6pm-midnight: 08088 01 0302

Scottish Women's Rights Centre

Mon 2-5pm, Tues 6-8pm, Wed 11am-2pm,

Fri 10am-1pm: 08088 010 789

Amina (BME women's support)

Mon-Fri 10am-4pm: 0808 801 0301

Hemat Gryffe (BME women's support)

24hrs: 0141 353 0859

Equally Safe at Work is an accreditation programme advancing gender equality and preventing violence against women.

www.equallysafeatwork.scot

www.closesthegap.org.uk



Close the Gap