

Employer Information Packet



SafeWork Advantage

An In Case I'm Murdered program.

For Hospitality Employers

Helping hospitality staff stay safer from intimate partner violence.

The numbers for this sector

- In 2023, violent acts were the leading cause of death for restaurant and lodging workers — close to half of all sector fatalities, with over 250 hospitality workers killed on the job.¹
- An estimated 74% of abused women are employed, and abusers frequently continue the harassment at their victim's workplace.²
- Front-of-house roles, late-night shifts, parking lots, and solo closing duties create predictable, high-exposure moments. Furthermore, a young, largely female, high-turnover, public-facing workforce is among the most exposed to interpersonal violence.³

What the law expects of employers

Hospitality employers are covered by OSHA's General Duty Clause, which requires a workplace free from recognized hazards, and OSHA has issued specific guidance for late-night and public-facing establishments. Employment attorneys note that an employer's duty of care can extend to foreseeable violence by non-employees — including a current or former partner of a worker — where the risk was known.⁴

Why it matters in hospitality

Hospitality workers are routinely visible, reachable, and scheduled in the open. When violence from a current or former partner spills into the workplace, it endangers the targeted employee, coworkers, and guests alike — and drives the turnover and trauma that operators can least afford.

For hospitality teams, SafeWork Advantage is both a meaningful employee benefit and a demonstration of your duty of care.

SOURCES

1. Fisher Phillips, analysis of U.S. Bureau of Labor Statistics 2023 fatality data (Jan. 2025). <https://www.fisherphillips.com/en/news-insights/10-steps-address-workplace-dangers.html>
2. HospitalityLawyer.com, Why the Hospitality Industry Should Address Domestic Violence. <https://hospitalitylawyer.com/3-reasons-why-the-hospitality-industry-should-address-domestic-violence/>
3. International Labour Organization, Violence at Work in Hotels, Catering and Tourism. <https://www.ilo.org/media/312411/download>
4. OSHA Workplace Violence (General Duty Clause & late-night retail guidance); HospitalityLawyer.com on duty of care. <https://www.osha.gov/workplace-violence>

What Is SafeWork Advantage?

SafeWork Advantage is a discreet, trauma-informed online program that helps your employees recognize danger, build a personal safety plan, and stay safer from a violent current or former partner. It is designed for the workplace — offered by the employer, used privately by the employee.

What employees receive

- A full self-paced online course — recorded text and audio lessons across three sections: *Threat Assessment*, *Safety School*, and *Next Steps*.
- A companion workbook plus printable safety-planning resources for home, work, and technology.
- Legal, digital, and personal-safety guidance, including red-flag identification and stalking/tracking prevention.
- Confidential access on any device, at their own pace.

Private for the employee. Documented for the employer.

This is the balance that makes SafeWork Advantage work: an employee's individual activity is always private — no supervisor or HR contact ever sees who enrolled or what they did. At the same time, the employer receives documentation needed for its records without ever touching individual data.

- **Always private** — no individual names, logins, or activity are ever shared with the employer.
- **Always provided** — a subscription certificate for your duty-of-care records.
- **Provided at your request** — aggregate, de-identified participation reporting.

You demonstrate that you offered a real safety resource to your whole team, and your employees keep the confidentiality that makes it safe to use.

Why This Matters

Intimate partner violence is common, and for many people the danger does not stay at home — it follows them to work, where their schedule and location are predictable.

- 1 in 3 women has experienced rape, physical violence, and/or stalking by an intimate partner in her lifetime.¹
- Between 2003 and 2008, 142 women were killed at work by a current or former intimate partner — about 1 in 5 of all workplace homicides among women.²
- Domestic violence frequently shows up at work — whether or not the employee has disclosed it to anyone.
- Employers carry both an ethical and, in many circumstances, a legal duty to provide a reasonably safe workplace.

This danger has reached workplaces across every public-facing sector. In healthcare, two hospital workers were killed on shift in a 2022 attack at a Dallas medical center.³ In education, teachers have been killed by current or former partners, sometimes in front of their own children. Across retail, hospitality, and public service, employees have been targeted at or near the places they work — because that is where they could reliably be found. The common thread is not the industry; it is a workforce that is visible, reachable, and scheduled in the open.

Offering **SafeWork Advantage** is a proactive, low-cost way to put real safety tools in your employees' hands before a situation escalates.

SOURCES

1. CDC National Intimate Partner and Sexual Violence Survey (NISVS). <https://www.cdc.gov/intimate-partner-violence/about/index.html>
2. Tiesman et al., Annals of Epidemiology (workplace homicides of women, 2003–2008). <https://pmc.ncbi.nlm.nih.gov/articles/PMC4687019/>
3. NBC News, "Man sentenced to life for killing two Dallas hospital workers after girlfriend gave birth" (Nov. 2023). <https://www.nbcnews.com/news/us-news/man-sentenced-life-killing-two-dallas-hospital-workers-girlfriend-gave-rcna124572>

Pricing

One annual subscription covers your entire workforce – everyone has access. No per-seat counting, no first-come-first-served, no one left waiting for a safety resource.

Company size	Annual price	Per employee / month
Up to 50 employees	\$3,500	all access
51 – 150 employees	\$7,500	≈ \$4 – 12
151 – 400 employees ★ most common	\$15,000	≈ \$3 – 8
401 – 1,000 employees	\$30,000	≈ \$2.50 – 6
1,000+ employees	Custom	from ~\$45,000

Founder's Rate

Our first five client organizations receive 30% off the first year, locked for three years – recognized as founding Safety Partners.

Billing

Annual subscription, invoiced upfront. Purchase orders and NET-30 terms are welcome. Monthly billing can be arranged on request.

What's Included & How It Works

Every subscription includes

- All-access coverage for every employee for a full 12 months.
- Recorded text and audio lessons, a companion workbook, and printable safety resources.
- Display flyers with a private access link, ready to post where staff will see them.
- Duty-of-care documentation confirming the program was offered and made available to your whole team.
- Communication templates to use when notifying your staff of this benefit.
- Aggregate, de-identified engagement reporting for your HR records, upon request.

How it works

1. You subscribe — choose the plan that matches your headcount.
2. We send your materials — a private access link and ready-to-post flyers, plus a short script you can use to announce it to staff.
3. Employees enroll privately — from any device, at their own pace. We handle their support directly.
4. Upon request, you can receive aggregate reporting for your records, with no individual employee data.

Frequently Asked Questions

Who is this for?

Any employee facing harassment, threats, stalking, or danger from a current or former partner – and anyone who simply wants to learn how to stay safer from interpersonal violence. It is especially relevant for women in post-breakup or high-risk situations.

Will we see which employees use it?

No. Individual participation is always confidential. You receive only aggregate, de-identified reporting – never names or individual activity. This protects employees who may be in danger, including from someone with access to their work accounts. Aggregate reporting will be made available upon request. Use isn't required to meet Duty of Care, resource provision is. All you need to do is make it available to your employees.

What documentation do we get?

A certificate showing that the program was offered and made available to your entire workforce and a summary of what it covers – what you need for your duty-of-care file, with no individual data.

How do employees access it?

You receive a private link and flyers to share. Employees enroll on their own, from any device, at their own pace. Their experience is confidential and self-paced.

Does access expire?

Coverage runs for 12 months and renews annually. All employees are covered for the full term.

Ready to protect your staff?

Email us to request an invoice, or to book a call if you have questions.

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www.safeworkadvantage.com