



CHECKLISTS OF WARNING SIGNS OF PERPETRATORS AND VICTIMS OF VIOLENCE

These checklists will aid you in identifying potential adult and child perpetrators and victims of sexual violence within your organization.

Many of the warning signs contained in these 5 checklists may be exhibited by very “normal” and kind people. Just because you notice one or more of these signs exhibited by someone, does not necessarily mean that they are a perpetrator or victim of sexual violence. Warning signs may not always be obvious. There may be situations when you can clearly tell that something is wrong, but more often than not, it’s going to be a totality of the circumstances situation. Always trust your gut instinct. This is especially true when you get to the warning signs for teen victims. Many of the warnings listed for older children can be the same as daily struggles for that age group. Remember to look for things that are sudden and abrupt changes. For all of the following checklists, you will need to use your good judgment and common sense to look at the warning signs as a totality in order to make an informed decision prior to making a report.

It is important to know your mandated reporter status. If you are ever unsure of what to do or have questions about what you are required to report, and when, immediately contact your supervisor.

Please note that this is not an exhaustive list of warning signs and applies to all sexes and genders. Additionally, many times warning signs of sexual, domestic, or general workplace violence start in the form of physical, mental, and emotional abuse, which is why all 5 categories are listed on these checklists. Relationships are mentioned in this policy as it is common for inter-organization romances to form or for partners to work together. In these situations, domestic violence may not happen just in the home. You need to know the warning signs.

Finally, you’ll notice that many of these warning signs cross over into various categories. It was created that way on purpose. We wanted to get the message across that they’re not always easily identifiable and that different age groups can experience similar signs.

We hope you find this information helpful. Please reach out to us if you have any questions.

“Sexual violence happened in an instant but lasts a lifetime. Together, we can help prevent claims, lawsuits, and save lives.”™



CHECKLIST OF WARNING SIGNS OF ADULT PERPETRATORS OF VIOLENCE

Signs from a Perpetrator that a Victim is Being Controlled

- Accuses victim of having an affair
- Blames victim for abuse or violence
- Threatens to kill victim or someone close to them
- Throws things or punches walls when angry
- Yells and makes victim feel small
- Acts extremely jealous and possessive
- Instructs victim on what to wear and how to look
- Restricts victim from engaging in social activities and limiting contact with others
- Controls communication with others
- Constantly checks in with victim
- Requires permission from victim to see friends or family
- Embarrasses victim in front of others and isolates them

Physical, Body Language, and Non-Verbal Signs

- Flushed or pale face
- Excessive sweating
- Pacing, restlessness, or repetitive movements
- Signs of extreme fatigue
- Trembling or shaking
- Clenched jaws or fists
- Exaggerated or violent gestures
- Loud talking or chanting
- Shallow, rapid breathing
- Scowling, sneering, or use of abusive language
- Glaring or avoiding eye contact
- Escalating threats that appear planned

Obvious Changes in Mood or Behavior

- Displays extreme or bizarre behavior that is out of character
- Holds irrational beliefs and ideas that are detached from reality
- Appears depressed or expresses feelings of hopelessness
- Exhibits heightened anxiety or restlessness
- Demonstrates a drastic change in belief systems or ideologies

Increase in Personal Stress

- Unreciprocated romantic obsession with a specific individual
- Serious family or financial problems
- Recent job loss or personal loss

Social Isolation

- History of negative personal relationships and limited family or friends
- Obsessive involvement with his/her job, neglecting personal relationships
- Abuse of drugs or alcohol, using addiction as a justification for their actions
- Frequent complaints of unusual and non-specific illnesses as a manipulation tactic
- Tendency to hold grudges, particularly against supervisors or authority figures

Delusions, Paranoia, and Other Negative Personality Characteristics

- Displays suspicion and mistrust towards others
- Believes they are entitled to certain privileges or treatment
- Holds beliefs that others are plotting against them
- Frequently feels victimized or persecuted
- Exhibits a lack of concern for the safety of well-being of others
- Blames others for their problems or mistakes
- Low self-esteem and self-worth
- Tends to be argumentative or uncooperative
- Demonstrates unwarranted anger or aggression
- Prone to be impulsivity or easily frustrated
- Frequently challenges peers and authority figures

History of Violence and Threatening Behavior

- Demonstrates an extreme interest in or obsession with weapons
- Engages in violence towards inanimate objects
- Exhibits evidence of previous violent behavior
- Displays cruelty towards animals
- States intentions or expresses desires to harm someone
- Exhibits excessive extreme behavior

Name-Calling, Belittling, and Insulting

- Engages in name-calling in public or private settings
- Uses derogatory “pet names” to demean or belittle the victim
- Engages in character assassination by attacking the victim’s character or reputation
- Yelling, screaming, and swearing as a form of intimidation
- Exhibits patronizing behavior
- Publicly embarrasses the victim or exposes their vulnerabilities
- Engages in mean-spirited joking at the victim’s expense
- Insults the victim’s appearance or physical attributes
- Belittles the victim’s accomplishments and undermines achievements
- Regularly puts down the victim’s interests or passions
- Deliberately pushes emotional buttons to provoke and hurt the victim

Control and Shame

- Utilizes threats to manipulate and control the victim
- Monitors the victim’s whereabouts and activities
- Engages in digital spying or invasion of privacy
- Exhibits unilateral decision-making without considering the victim’s input
- Exercises financial control over the victim’s resources
- Treats the victim like a child
- Displays feigned helplessness as a means of eliciting sympathy or control
- Demonstrates unpredictable behavior, keeping the victim off-balance
- Walks out during social situations or arguments to assert control or intimidate
- Makes the victim feel trapped and like there’s no way out of the relationship

Accusations, Blame, and Denial

- Displays excessive jealousy and possessiveness
- Engages in gaslighting and manipulating the victim’s perception of reality
- Uses guilt as a means of control and manipulation
- Denies the victim’s experiences of abuse or minimizes their impact
- Accuses the victim of being the abuser or provoking the abuse
- Makes personal jokes or demeaning comments about the victim
- Shifts blame onto the victim for their own problems or shortcomings

Emotional Neglect and Isolation

- Demands respect
- Shuts down communication and avoids open dialogue
- Dehumanizes the victim, treating them as insignificant or unworthy
- Isolates the victim from socializing and maintaining relationships
- Attempts to come between the victim and their family or support network
- Withholds affection, emotional support, and intimacy as a form of control
- Displays indifference, tuning out the victim’s needs or emotions
- Labels the victim as needy or overly sensitive for expression emotional needs
- Disputes or invalidates the victim’s feelings and experiences
- Holds antiquated beliefs about gender roles, imposing unequal expectations on the relationship

Sexual Misconduct, Abuse of Power, and Assault

- Makes requests for sex or sexual favors, or initiates any kind of unwanted sexual advance
- Engages in repeated attempts at flirting, requesting dates or intimacy
- Makes sexual comments or remarks that are unwelcome or inappropriate
- Makes discriminating comments about a person’s sexual orientation or gender identity
- Touches either someone or themselves in sexually provocative ways without consent
- Shares sexually graphic images, including personal photos, without consent
- Shares or forwards sexually explicit or provocative stories without consent
- Engages in forced sexual activity or disregards to their partner’s unwillingness to have sex
- Sabotages birth control methods or refuses to honor agreed-upon methods, disregarding consent or reproductive autonomy

Noticeable Changes at Work

- Excessive absenteeism or tardiness, frequently arriving late or missing work
- Increased mistakes, errors, or unsatisfactory work quality
- Testing the limits and pushing boundaries in the work environment
- Engaging in swearing or emotional language during work interactions
- Demonstrating behaviors such as crying, sulking, or temper tantrums at work
- Exhibiting forgetfulness, confusion, or distraction affecting job performance
- Repeatedly discussing the same problems without seeking resolutions
- Insisting that he or she is always right and disregarding others' input
- Misinterpreting communications from supervisors or co-workers
- Sending unwelcome emails or texts to colleagues
- Neglecting personal hygiene in the workplace
- Displaying sudden and unpredictable changes in energy level at work

Signs of Physical Abuse

- Use of weapons to attack or threaten
- Preventing access to food, sleep, or necessary medical care
- Engaging in physical acts such as punching, slapping, pushing, kicking, biting, or hair-pulling



CHECKLIST OF WARNING SIGNS OF ADULT VICTIMS OF VIOLENCE

Signs from a Victim that They are Being Controlled

- Worries about making their partner angry or avoids confrontation
- Stays with the perpetrator because they fear what will happen after a breakup
- Unusual weight gain or weight loss
- Unhealthy eating patterns, like a loss of appetite or excessive eating
- Expresses signs of depression or anxiety
- Changes in self-care, such as paying less attention to hygiene, appearance, or fashion
- Hostile or aggressive behavior
- Secretiveness
- Reluctance to go to locations they previously enjoyed
- Spends noticeably more or less time than usual engaging in communication or hobbies
- Seems distant or upset after texts or phone call
- Possessive over phone and concerned if someone else picks it up or looks at it
- Agitated behavior when answering their phone and needing to take calls in private
- Feels shame or guilt
- Sudden, unexplained personality changes or mood swings
- Sudden reluctance to talk openly about their relationship

Signs of Financial Abuse

- Restricted access to cash and credit cards
- Subjected to an allowance system or required to justify expenses
- Limited choice in job opportunities
- Theft of money by the perpetrator
- Denial of funds for basic necessities like food and clothing by the perpetrator

Signs of Physical Abuse

- Presence of unexplained physical injuries
- Black eyes, red marks, or bruises on the arms and neck
- Fat or lacerated lips
- Limping, broken, or sprained body parts
- Evidence of animal cruelty

Signs of Emotional Abuse

- Agitation, anxiety, or constant apprehension
- Changes in sleeping habits
- Displaying extremely apologetic or meek behavior
- Loss of interest in daily activities
- Low self-esteem
- Talking about suicide or self-harming, either repeatedly or bothers the victim
- Increased alcohol or drug use
- Making excuses for their partner's behavior
- Blaming themselves for their partner's behavior
- Being jumpy or more on guard
- Exhibiting moodiness beyond their normal behavior
- Experiencing abandonment by their partner in unfamiliar places
- Being locked out of their home or car by their partner

Noticeable Signs in the Workplace

- Sudden and/or frequent absences and tardiness
- Decreased productivity and workplace performance
- Decline in pursuing professional development opportunities
- Inappropriate attire, such as wearing clothes that are unsuitable for the weather
- Providing inconsistent or inadequate explanations for injuries or marks on their body
- Partner or coworker insulting them in front of others, including coworkers and management

Signs of Sexual Violence or Misconduct

- Forcing or pressuring the victim into engaging in sexual activities
- Displaying excessive preoccupation with sex
- Coercing the victim to dress in a sexual manner
- Creating a sense of entitlement or obligation towards engaging in sexual activities
- Attempting to transmit STDs to the victim
- Refusing to use condoms or other forms of birth control
- Disclosure of previous experiences of sexual assault
- Being coerced or pressured into unwanted sexual activities by the perpetrator



CHECKLIST OF WARNING SIGNS OF ADULT PERPETRATORS OF VIOLENCE AGAINST CHILDREN

In General

- Does not respect boundaries or listen when someone tells them, "no"
- Engages in touching that a child or child's parents/guardians have indicated is unwanted
- Tries to be a child's friend rather than filling an adult role in the child's life
- Does not seem to have age-appropriate relationships
- Talks with children about their personal problems or relationships
- Spends time alone with children outside of their role in the child's life or makes up excuses to be alone with the child
- Often has a "special" child friend that is the focus of their attention
- Expresses unusual interest in child's sexual development, such as commenting on sexual characteristics or sexualizing normal behaviors
- Gives a child gifts without occasion or reason
- Spends a lot of time with your child or another child you know
- Restricts a child's access to other adults

Sexual Interactions

- Links sexuality and aggression in language or behavior, such as sexualized threats, insults, or using words such as "whore" or "slut"
- Masturbates so often that it gets in the way of important day-to-day activities
- Has an interest in sexual fantasies involving children and seems unclear about what is appropriate with children
- Looks at child pornography
- Asks adult partners to dress or act like a child or teen during sexual activity
- Exhibits a lack of personal safety and/or responsibility
- Has been known to make poor decisions while misusing drugs or alcohol
- Justifies behavior, defends poor choices or harmful acts, and/or blames others for his/her behavior
- Minimizes hurtful or harmful behaviors when confronted, denies harmfulness of actions or words despite a clear negative impact



CHECKLIST OF WARNING SIGNS OF CHILD PERPETRATORS OF VIOLENCE AGAINST CHILDREN

General

- Fails to respect boundaries or ignores when someone tells them “no”
- Engages in touching that a child or their parents/guardians have expressed as unwanted
- Demonstrates relationships that are not age-appropriate
- Expresses unusual interest in a child’s sexual development, commenting on sexual characteristics or sexualizing normal behaviors
- Links sexuality and aggression in language or behavior, using sexualized threats or insults
- Masturbates so often that it gets in the way of important day-to-day activities
- Justifies their behavior, defends poor choices, or blames others for their actions

Grooming

- Tries to befriend a child, seeking excessive closeness and attention
- Makes up excuses to be alone with the child, isolating them from others
- Often fixates on a “special” child friend and focuses their attention on them
- Restricts the child’s access to other adults and may use blackmail to instill guilt and shame
- Introduces the concept of ‘secrets’ to control, frighten, and intimidate the child
- Attempts to build relationships with the child’s friends and family to gain trust
- Gives the child gifts without occasion or reason as a manipulative tactic

Indicators of Troubling Behavior

- Engages in drug or alcohol abuse
- Frequently complains of unusual and non-specific illnesses
- Demonstrates a sense of entitlement
- Feels victimized and blames others for their problems or mistakes
- Shows a lack of concern for the safety of well-being of others
- Struggles with low self-esteem
- Exhibits argumentative, uncooperative behavior, or displays unwarranted anger
- Acts impulsively or becomes easily frustrated
- Challenges peers and authority figures
- Engages in name-calling and character assassination
- Demonstrates aggressive outbursts, including yelling, screaming, and swearing, often accompanied by physical actions like fist-pounding or throwing objects
- Engages in public embarrassment, such as picking fights, exposing secrets, or mocking a victim’s shortcomings
- Engages in mean-spirited joking, insulting appearance, and pushes emotional buttons repeatedly after learning what bothers the victim



CHECKLIST OF WARNING SIGNS OF CHILD VICTIMS OF VIOLENCE

Online Sexual Abuse

- Anxiety or struggling to concentrate on projects or schoolwork
- Feelings of shame and guilt
- Sexual behavior that is inappropriate for their age
- Sudden, unexplained personality changes/mood swings
- Spending increasing amounts of time on the internet
- Becoming increasingly secretive – particularly around their use of technology. This can include shutting the door and hiding what they have on screen when someone enters the room.
- Not being able to talk openly about activity online
- Becoming possessive of their phone and concerned if someone else picks it up or wants to look at it.
- Agitated behavior when answering their phone and needing to take calls in private.
- Not wanting to be left alone with certain people or being afraid to be away from primary caregivers, especially if this is a new behavior

Child Sexual Exploitation

- Having an older boyfriend or girlfriend
- Staying out late or overnight
- Having a new group of friends
- Missing from home or stopping going to school
- Hangs out with older people, vulnerable people, or in antisocial groups
- Involvement in a gang
- Involvement in criminal activities

Grooming

- Being secretive about how they are spending their time, including when online
- Having money or new things like clothes and mobile phones that they cannot or will not explain
- Underage drinking or drug taking
- Spending more, or less, time online or on devices
- Being upset, withdrawn, or distressed
- Sexualized behavior, language, or an understanding of sex that is not appropriate for their age
- Being afraid of certain people, places, or situations
- Spends more time away from home or going missing for periods of time.

Sexual Molestation or Abuse in Young Children

Behavioral Signs

- Excessive talk or knowledge of sexual topics
- Keeping secrets
- Not wanting to be left alone with certain people or being afraid to be away from primary caregivers, especially if this is a new behavior
- Regressive behaviors or resuming behaviors they had grown out of, such as thumb-sucking or bedwetting
- Overly compliant behavior
- Sexual behavior inappropriate for the age
- Spending an unusual amount of time alone
- Trying to avoid removing clothing to change or bathe
- Expressing concern about genitalia
- Reluctance to go back to a certain location
- Self-harming behaviors

Emotional Signs

- Change in eating habits
- Change in mood or personality, such as increased aggression
- Decrease in confidence or self-image
- Excessive worry or fearfulness
- Increase in unexplained health problems such as stomach aches and headaches
- Loss or decrease in interest in school/activities/friends
- Sleep disturbances, nightmares, or fear of being alone at night

Physical Signs

- Sexually transmitted diseases
- Signs of trauma to the genital area, such as unexplained bleeding, bruising, or blood on sheets, underwear, or other clothing
- Trouble walking or sitting

Sexual Abuse in Older Children or Teens

Behavioral Signs

- Falling grades
- Changes in self-care, such as paying less attention to hygiene, appearance, or fashion
- Expressing thoughts about suicide or other self-harming behavior
- Drinking or drug use
- Unusual interest in or avoidance of sexual topics
- Hostility or aggressive behavior
- Secretiveness
- Seductive behavior
- Reluctance to go back to a location they previously enjoyed
- Spend a lot more or a lot less time than usual online, texting, gaming, or using social media
- Seem distant, upset, or angry after using the internet or texting
- Have lots of new phone numbers, texts or email addresses on their mobile phone, laptop, or tablet
- Becoming increasingly secretive – particularly around their use of technology. This can include shutting the door and hiding what they have on screen when someone enters the room
- Not being able to talk openly about their activity online
- Becoming possessive of their phone and concerned if someone else picks it up or wants to look at it.
- Agitated behavior when answering their phone and needing to take calls in private
- Not wanting to be left alone with certain people or being afraid to be away from primary caregivers, especially if this is a new behavior
- Having an older boyfriend or girlfriend
- Having money or new things like clothes/phones that they cannot/will not explain
- Spending more time away from home, going missing, staying out late or overnight, or stopping school
- Having a new group of friends or hanging out with older people

Emotional Signs

- Signs of depression, such as persistent sadness, lack of energy, self-isolation, changes in sleep or appetite, or withdrawing from normal activities
- Anxiety or worry
- Feelings of shame and guilt
- Sexual behavior that is inappropriate for the child's age
- Sudden, unexplained personality changes and mood swings
- Struggling to concentrate on schoolwork or focus at their job

Physical Signs

- Unusual weight gain or weight loss
- Unhealthy eating patterns, like a loss of appetite or excessive eating
- Signs of physical abuse, such as bruises
- Sexually transmitted diseases or other genital infections