



**Use of this framework**

This document is part of the *Access Denied* collection by Jemma Davis. You are welcome to adapt or apply it for internal learning, accessibility planning, or research. If you intend to use it as part of paid consultancy, training, or commercial work, please request permission first at [info@accessdeniedbook.co](mailto:info@accessdeniedbook.co).

## Training Trauma Risk Scorecard: Evaluate Your Programme

Organisations can evaluate potential risks in their security awareness programmes by considering:

- Whether programmes use shame or punishment approaches
- Accessibility barriers that exclude certain employees
- Psychological pressure or artificial urgency in training
- Simulation content that might cause distress
- Accommodation for different cognitive and learning styles
- Sensory considerations for training environments
- Respect level in communications and materials
- Cultural appropriateness across diverse workforces

This assessment can help identify elements that may cause harm or exclude participants.

<b>Risk Factor</b>	<b>Low Risk</b>	<b>Medium Risk</b>	<b>High Risk</b>
Shaming/Punishment	No naming or shaming of individuals	Aggregate results without naming	Individual public identification of "failures"
Accessibility	Content usable by everyone	Some barriers with alternatives available	Significant portions unusable by many
Psychological Pressure	Supportive learning environment	Mild pressure to complete	Artificial urgency and negative consequences
Simulation Content	Neutral business scenarios	Moderately stressful situations	Traumatic scenarios (job loss, emergencies)

Cognitive Accommodation	Multiple processing approaches supported	Some flexibility but limited options	One rigid approach for all learners
Sensory Considerations	Controlled sensory environment	Some sensory challenges with warnings	Overwhelming sensory elements without options
Respect Level	Treats employees as capable professionals	Some condescension but generally respectful	Infantilising or demeaning tone
Cultural Appropriateness	Relevant across diverse backgrounds	Some cultural assumptions but limited	Heavily Western cultural references and assumptions
Physical Accessibility	All activities accessible to everyone	Some physical barriers with alternatives	Physical environments excluding significant groups
Learning Style Accommodation	Multiple equivalent pathways	Limited options with some flexibility	One-size-fits-all approach
Testing Accommodations	Equivalent assessment options	Some accommodations available on request	Rigid assessment with no alternatives
Emergency/Trauma Considerations	Trauma-informed design throughout	Some consideration with opt-out available	No consideration for trauma triggers

Score your programme across all 12 dimensions. Any high-risk ratings require immediate remediation. Medium risk areas should be addressed within 3-6 months. Low risk areas represent best practice.