The work to end sexual and intimate partner violence/abuse has been built on a core of shared values. These values center human rights, anti-racism and anti-oppression. They are fundamental to creating equitable, trauma-informed workplaces and services in order to foster personal and social change.

**CONFIDENTIALITY**

I recognize that confidentiality is essential to the safety of participants and staff. Participants have a right to understand the limits of confidentiality before they share any information. **I recognize that I have a personal responsibility, in addition to any legal responsibilities I may have, to protect the confidentiality of participants and staff**. I recognize that written consent is needed from participants prior to disclosing information to any individual (i.e. friends, family, partners) or community partner (i.e., media, police, attorneys, hospitals.) Further, I recognize that any information I might share about people who have committed harm could violate the confidentiality and safety of people who have experienced domestic/sexual violence.

**ANTI-RACISM & ANTI-OPPRESSION**

**I acknowledge the systemic oppression that exists in our society and will work to mitigate its effects and support justice and equity in our communities.** **U**nless I am committed to anti-racist and anti-oppression practice, all forms of oppression will continue to divide and weaken our movement to end DVSA.Any struggle against oppression must be informed by an anti-racist framework. I will act consciously and consistently to challenge historic patterns of marginalization and oppression including racism, sexism, victim-blaming, homophobia, ableism, ageism, criminalization, bias against people impacted by substance use or other mental health challenges, bias against immigrants and refugees, and discrimination in all its forms. I recognize that this is an ongoing process, requiring work on this issue both internally and externally.

**SOCIAL JUSTICE & EQUITY**

I acknowledge that oppressions are embedded in the dominant culture and in social institutions in a way that is so pervasive that they are often invisible. I recognize that everyone deserves equitable economic, political and social rights and opportunities. I will encourage and sustain the participation of a diverse group of people in the work to end DVSA, at every level – people who have experienced domestic/sexual violence, board, community members, volunteers, staff, and management. I will prioritize developing the leadership of marginalized folks at every juncture. **I take responsibility for equalizing power and creating a space where all are encouraged to actively engage, listen, speak and act with respect; recognizing that all people should have fair, impactful, and meaningful access to decision-making processes.**

**AUTONOMY & SELF-DETERMINATION FOR THOSE WHO HAVE EXPERIENCED ABUSE**

I support the ability and right of individuals to make decisions in their own best interests. I recognize that people who have experienced domestic/sexual violence do not need someone else telling them what to do. They are the best judge of their safety and situation. I recognize that services must avoid re-traumatizing people who have experienced domestic/sexual violence. They must be voluntary, people who have experienced domestic/sexual violence-directed, non-judgmental, and culturally responsive - taking into account the conflicting concerns and intersectionality of the lives of people who have experienced domestic/sexual violence. I prioritize eliminating all forms of oppression in programming and provision of services. **I commit to practices that increase participant’s power and recognize that they are experts in their own lives.**

**DO NO HARM**

**I acknowledge that power differentials exist between participants, volunteers, staff, management and board members, and commit to doing my best to act in ways that are empowering and supportive for all people and avoid causing harm*.*** I commit to examining the resources and privileges I have and utilizing them thoughtfully, respectfully, honestly and transparently.I take responsibility for engaging in conversations to create and enhance process changes that mitigate power differentials.

**ACCOUNTABILITY**

When I witness, experience, or commit an abuse of power or oppression, inadvertent or intentional, I will acknowledge and address it, keeping in mind that the goal is to encourage positive change and lift up the voices of people who have been harmed. **I recognize my accountability to myself and others to address abuses of power or oppression and am accountable to developing self-awareness.**

**COMMUNITY ENGAGEMENT**

**I acknowledge that communities understand their problems best.** I will actively seek guidance from folks that have been marginalized in our communities and follow their leadership to design, implement and assess all services. I will advocate for systemic change, acknowledging that victim-blaming, inequitable practices, and unfair resource distribution create systemic barriers. I will challenge various forms of oppression in the media, government policies & practices and other institutions.

**LIFE-LONG LEARNING AND EDUCATION**

I will continuously seek out opportunities to acquire knowledge, learn new skills, improve existing skills, and seek to understand the nature of social diversity and oppression with respect to race, ethnicity, sex, national origin, color, class, sexual orientation, gender identity or expression, age, creed, political belief, immigration status, and mental or physical ability. I will further educate myself about issues related to sexual and relationship violence. **I recognize I have a responsibility to continue learning and educating myself as part of my role in supporting people who have experienced domestic/sexual violence and ending violence/abuse.**

**CARE FOR COMMUNITY AND SELF**

I recognize that the experience of sexual and relationship violence, the work of ending it, and the work of providing care for those affected by it has a deep emotional impact. **I acknowledge that, as an organization, we expose staff, management, board and volunteers to significant trauma, and it is incumbent on our organization to actively mitigate that trauma through program policies and procedures, including employment practices, program design, and program implementation.** I commit to identifying and implementing professional and personal self-care practices to avoid compassion fatigue and minimize vicarious trauma for participants, volunteers, staff, management and board members.

**CREATE SPACE AND LISTEN TO DIFFERENT VIEWPOINTS**

**I acknowledge that each of us bring our own unique experiences and skills to the work, and that the collective strength and wisdom of these perspectives will allow us to find better solutions for the challenges that face us.** I will actively create space for diverse viewpoints, listening to, learning from, and amplifying the voices of thosewho have been marginalized. I prioritize listening to people who have experienced domestic/sexual violence, indigenous people, people of color, women, elders, youth, alter-abled people, people who have been criminalized, people impacted by substance use or other mental health challenges, immigrants, refugees, and LGBTQI+ folks. I will lift up and celebrate these voices.

**VALUE OF HUMAN RELATIONSHIPS**

**I recognize that cultivating relationships is an important part of the work of healing trauma and preventing future violence.** Building trusting and supportive relationships lays the ground for all types of personal and systemic change. I purposefully seek to build and strengthen relationships in order to promote, restore, maintain, and enhance the well-being of individuals, families, social groups, organizations, and communities.

I hereby acknowledge these values as core to the work to end sexual and domestic violence/abuse.

|  |  |
| --- | --- |
| Signature |   Click or tap here to enter text.                         |
| Printed Name, Title | Click or tap here to enter text. |
| Date | Click or tap here to enter text. |
| DVSA Agency or Program | Click or tap here to enter text. |