Supporting Volunteers during #MeToo

- Disseminating a written statement detailing your organization's policy on sexual misconduct to all employees, regardless of role, revenue production or who you know.
- Having a standard and consistent process for conducting investigations into allegations of misconduct must be used across the organization. This needs to be a priority.
- Look at what's proactively going on in your organization. Implement a
 recordkeeping mechanism to ensure history of patterns of behavior are easy to
 identify.
- Avoiding stereotypes about the "typical" abuser or victim is critical.

-Deb Muller

- Compassion AND honesty about boundaries/what you can do.
- Focus on their safety and needs

Reflection Questions:

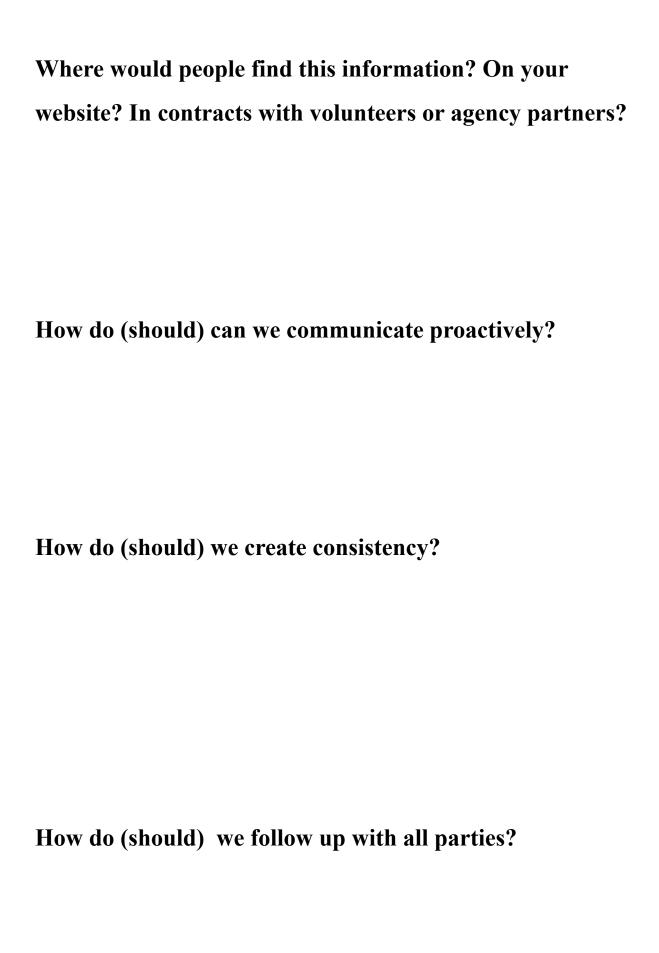
+What can or should your organization be responsible for?

+What support do you need to plan well?
+ What support does your organization need to plan well?
How would your staff handle a displacance?
How would your staff handle a disclosure?

How would you	ır agency partn	ers handle a di	sclosure?
What support	mechanisms do	you have acces	s to?



Am I working with trained professionals or outside parties
to educate volunteers at retreats?
Am I sharing policies during the application process,
orientation, retreats



What are the steps to make this happen?