

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?

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How would your staff handle a disclosure?

How would your agency partners handle a disclosure?

What support mechanisms do you have access to?

What types of support do you suggest generally for individuals struggling? Would these be relevant resources?

Are you able to handle confidentially?

Would a hearing process be appropriate if perpetrator is another volunteer? Depending on organization size?

Am I working with trained professionals or outside parties to educate volunteers at retreats?

Am I sharing policies during the application process, orientation, retreats...

Where would people find this information? On your website? In contracts with volunteers or agency partners?

How do (should) can we communicate proactively?

How do (should) we create consistency?

How do (should) we follow up with all parties?

What are the steps to make this happen?