



CODE OF CONDUCT POLICY

The intention of this document is to establish clear and acceptable behavior expectations for members of the National Survivor Network (NSN). It is not intended to restrict anyone's rights but rather to ensure that all members can expect to be treated with respect while participating in and representing the NSN. Every member, as a condition of membership, agrees to the following.

Confidentiality

- Members of the NSN are at varying levels of comfort with public speaking and public recognition. Some members choose to remain anonymous and some members choose to use pseudonyms. Some members do not want their images or other information to be captured or shared in any way, while others are agreeable upon certain conditions. Please do not share any information about another member of the NSN or their work publicly or privately without explicit approval and understanding from that member. This includes but is not limited to names, pseudonyms, contact information, and pictures.
- All NSN calls and meetings are confidential. Anything discussed while on these calls or in these meetings should NOT be shared with anyone outside of the NSN, unless otherwise agreed upon by members.

General Conduct

- Create a professional, considerate, and respectful environment that is reflective of the purpose of the NSN, which is to develop, equip, and empower a community of survivors of human trafficking engaging in advocacy, education, peer-to-peer mentorship, prevention, and policy work using a public health framework and human rights approach.
- Be respectful toward any and all NSN members and staff of the Coalition to Abolish Slavery & Trafficking (CAST) in our discussion groups, at professional events, and/or at private retreats. The NSN respects, embraces, and values the diversity of experiences and insight that each member brings to the Network, and that same behavior is expected from each of its members. This includes using people's correct names and pronouns, as we want to be respectful and inclusive of our trans and gender-non-conforming members.
 - Breaches to this expectation include (but are not limited to) physical abuse (or the threat thereof), verbal abuse, slander, lack of accountability for microaggressions (including deadnaming and misgendering), and harassment or bullying.
- Be mindful of their membership status with the NSN while working in local, national, or international communities. We are all representatives of the NSN, and our actions should reflect its mission and integrity.

- Breaches to this expectation include (but are not limited to) misrepresenting one's position and/or authority to others within or outside the NSN, or engaging in work that is in gross contradiction to the NSN's human rights framework and public health approach. *In the instance of an NSN member doing contract work on behalf of the network, additional terms will be articulated in the contract and in our full statement of values. Members who do not find themselves aligned with the NSN's human rights framework, public health approach, and/or values may terminate their membership at any time.*
- In the unfortunate event of a conflict between members, members are encouraged to address the conflict directly in a professional and respectful manner. The NSN believes that members can address conflicts in such a way that allows all members involved to speak up for themselves while also respecting the rights of others. With or without addressing the conflict directly, members agree not to engage others in the conflict via gossip or slander. If the conflict is directly related to CAST or NSN business and cannot be addressed or resolved between members, then either member can file a formal complaint or grievance against another member (or CAST staff) and/or to request mediation with another member (or CAST staff).
- Public identification as a member of the NSN is encouraged (for yourself; do not out others). However, members should not represent the National Survivor Network in any professional, official, political, or judicial way unless they are given explicit permission to do so by the Survivor Leadership Program Manager or Associate Director of Survivor Advocacy. Only members in good standing will be allowed to participate in and represent the NSN.

NSN Newsletters (iContact)

- Regardless of subscription to newsletters or our discussion group, members may receive periodic emails sent directly to their email address from our Survivor Leadership email address regarding their membership status.
- The NSN will use an email distribution service (currently iContact) to send out periodic newsletters. Members will have the ability to manage their own subscription preferences, including unsubscribing from newsletters.
- NSN Newsletters sent through iContact may be forwarded to other survivors outside the network. Please encourage non-survivors to subscribe to our stakeholder newsletter on our website.

Private NSN Discussion Group (Google Groups) and Social Media

- The "Private National Survivor Network" Google Group is a private, survivor-only forum that is not visible or searchable to the public. New members can be added to these forums upon approval for membership (see the Membership Policy and Procedure). Participation in the NSN Google Groups is optional and members can choose to remove themselves at any time. All communications, names, pictures, and other information shared through the Google Groups, or any other NSN forum, are confidential and should not be shared outside the NSN membership, unless otherwise agreed upon by that member.

- Only emails clearly designated with “Please Forward Widely” or “Please forward outside the National Survivor Network” should be shared with non-members. Otherwise, please consider all emails to be confidential and privy only to NSN members and/or designated CAST staff.
- All email messages sent on the NSN listserv are only intended for the personal use of members. Each member agrees to respect the confidentiality of other survivors by not forwarding group emails/posts, resharing screenshots, revealing members’ identities and personal information, or otherwise violating the group’s confidentiality. If you would like to share or forward an email/post/question, please ask the original poster (in writing/email) for consent first. Members who are found to violate this agreement will be removed from the group.
- NSN meeting minutes, notes, and other communications that are attached or embedded in emails are also confidential. Documents that are designated to be shared outside the network will be marked “FOR PUBLIC RELEASE” so that members are clear about which version to share.
- Each member is reminded that while we try to maintain a confidential space and will have grievance procedures for when that confidentiality is violated, that the NSN is not responsible for the actions of individual members. NSN leadership will do their best to mitigate harm in these circumstances, but members are encouraged to avoid posting sensitive or proprietary information to listservs or on social media.
- Discussions, posts, replies, and comments must honor the other person’s humanity, and thus may not include insults or slurs of any kind. Open and constructive dialogue on NSN issues is key to progress and understanding between members of differing opinions *within the parameters of our values statement*, so long as it does not degenerate into insults or slurs. If this occurs, the person posting the content will be warned. Members who receive repeated warnings may be switched to moderated status.
- Posts should be productive and aim to facilitate discussion, or share information of interest to the group as a whole and in line with the values, objectives, and purpose of the NSN. Posts should not be made to deliberately incite members of the group.
- Posts should not be personal but should be related to the purpose and scope of the NSN. The Private NSN Discussion Group is NOT a place to post your personal updates, vacation photos, etc. Such content will be removed.

Inappropriate Conversations that Undermine the Morale or Professionalism of the NSN

- Each member agrees to strive toward a space of generative conflict, which is accountable, compassionate, and solutions-focused. Members agree not to engage in any inappropriate conversations that undermine the NSN or any one of its members. Inappropriate conversations, including "gossip", can create a toxic environment that tears down other survivors, which is contrary to our commitment to empowerment. Each member agrees not to engage in: (1) the airing or repeating of other people’s personal grievances, especially about other members, and (2) non-constructive complaining, especially about other NSN member(s), either openly or discreetly.

- If a member has a grievance with another member, then they should address the issue with that member only and outside of the NSN platform. Or, if the conflict is directly related to CAST or NSN business and cannot be addressed or resolved between members through constructive dialogue, then they can file a formal grievance with the Survivor Leadership Program Manager. All members are expected to remind other members of this policy when necessary, and to maintain a commitment to generative (rather than unproductive) conflict.

I agree to abide by this Code of Conduct, and I understand that a breach to any of these rules may result in the suspension or termination of my membership to the National Survivor Network (NSN), or other disciplinary action. I understand that this policy may change and that all updated versions will be made available to members via email and/or the Google Groups files.

Print Name (real name)

Pseudonym (if applicable)

Signature (real name)

Date