



## EXPECTATIONS FOR HOW WE SHOW UP IN THE NSN AND WHEN REPRESENTING OURSELVES AS A PART OF THIS NETWORK

The intention of this document is to establish clear behavior expectations for members of the National Survivor Network (NSN) to guide how we show up in our work in NSN spaces or when you're representing yourself as a member of this network. It is not intended to restrict anyone's rights but rather to ensure that all members can expect to be treated with mutual respect and treat others with respect while participating in and representing the NSN.

Not following these expectations will result in the suspension or termination of my membership to the National Survivor Network (NSN) and any current or pending contracts with the Coalition to Abolish Slavery and Trafficking. I understand that these agreements may change and that all updated versions will be made available to members via email and/or the Slack files.

**The NSN values and respects the diversity of experiences and insight that each member brings to the Network, and that same respect is expected from each of its members.** 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, lived experiences, statements, and pictures.
- All NSN calls, meetings, working documents, and Slack discussions are confidential. Anything discussed while on these calls or in these meetings should NOT be shared with anyone outside of the NSN without written permission from the Survivor Leadership Program Manager (SLPM).

### General Expectations

- Create a 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. [Mutual respect](#) fosters a space where accountability is possible.
  - Mutual respect includes compassionate communication, respecting other people's boundaries, asking before contacting someone outside of the group, asking permission before touching others (even for a handshake or hug), asking or confirming someone's name and pronouns, recognizing that other people may have different experiences than you, and being trustworthy with other people's information. Being trustworthy means not sharing their confidential information with others in or outside of the network.
  - Violations of this expectation include physical abuse, threats of abuse, verbal abuse, slander, lack of accountability for microaggressions (including deadnaming and misgendering), and harassment or bullying.
  - Members are expected to use people's correct names and pronouns, as we want to be respectful and inclusive of our trans and gender-non-conforming members.
- Be mindful of their membership status with the NSN while contracting or 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 using the form in the discussion group or by emailing the SLPM.*
- In the unfortunate event of a conflict between members, members are encouraged to address the conflict directly in a compassionate, respectful, and equitable 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 others' rights, access needs, and unique experiences. While we have shared values and agreements, each member has individual autonomy over our own perspectives, decisions, and boundaries. If the conflict is directly related to CAST or NSN business and cannot be addressed or resolved between members, then either member can request mediation with another member (or CAST staff) or file a formal complaint or grievance against another member (or CAST staff). Members should be thoughtful to address their own grievances rather than airing other people's grievances in both formal and informal complaints, especially when it is unsolicited. This means that you are always welcome to share your own concerns with NSN leadership or others, but sharing other people's concerns violates their confidentiality without their explicit consent.
- 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 written 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. You may still share your personal perspectives in policy or advocacy work; be clear that you are speaking for yourself and not the collective. When needed, refer people to our publicly-available materials on our website for our positions.

#### 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 (Slack) and Social Media

- The “Private National Survivor Network” Slack is a private, survivor-only forum that is not visible or searchable to the public. New members can be added to these forums upon completion of orientation (see the Membership Policy and Procedure). Participation in the NSN Slack is optional and members can choose to remove themselves at any time. All communications, names, pictures, and other information shared through the Slack, or any other NSN forum, are confidential and should not be shared outside the NSN membership, unless otherwise agreed upon by that member.
- Only discussion messages or 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 messages sent on the NSN Slack 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 online discussion group and unable to take on new contract work pending review and discussion of next steps. The NSN invites generative conflict resolution and there is room for accountable discussions and repair. A pause in certain membership activities does not mean someone's membership has been terminated, and all members are asked to be patient with our processes, which are designed to ensure equity and thoughtful moderation of our space.
- NSN meeting minutes, notes, and other communications that are attached or embedded in emails or group posts are also confidential. This includes documents that we are working on collaboratively during meetings or in contract work. 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 our online discussion group 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 a second warning may be switched to moderated status and/or removed from the online groups based on severity and pending review and discussion.
- 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 Values and Purpose 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 harmful conversations that misrepresent and/or undermine the NSN or any one of its members. Harmful 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. We recognize that [venting and processing](#) can be helpful; members should strive to ensure that any venting done in the Private NSN Discussion Group or with other members is thoughtful not to bring harm to other members.<sup>1</sup>
- 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

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<sup>1</sup> For ideas on mitigating the harm of venting in professional spaces, see: Do’s and Don’ts of Venting in the Workplace by Rani Shah (<https://blog.trello.com/venting-in-the-workplace>), 5 Times Venting is Helpful + 5 Times It’s Harmful by Jherell Drain (<https://www.careercontessa.com/advice/professional-venting-helps/>), or 4 Ways to Make Venting at Work Actually Productive by Katie Douthwaite Wolf (<https://www.themuse.com/advice/4-ways-to-make-venting-at-work-actually-productive>).

this policy when necessary, and to maintain a commitment to generative (rather than unproductive) conflict.

I understand that these are the Expectations for How We Show Up as members of the NSN, and I understand that a breach to any of these expectations 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 Slack files.

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Print Name (real name)

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Pseudonym (if applicable)

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Signature (real name)

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Date