

## NSN Roles, Responsibilities, and Expectations

The National Survivor Network is a values-based membership association of survivors of human trafficking from all over the United States and abroad working together using an **inclusive, evidence-informed, public health, human rights, harm reduction** approach. We aim 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.

<b>Develop</b>	<b>Equip</b>	<b>Empower</b>
<p>We provide professional development opportunities to people with lived experience of human trafficking to build their professional, organizational, and systems advocacy skills.</p>	<p>We equip survivors to be movement organizers, thought leaders, and change-makers through building their strategic organizing skills as well as “soft skills” required for systems change work.</p> <p>“Soft skills” include things like communication, navigating workplace boundaries, conflict resolution, professional expectations in different spaces, etc.</p>	<p>We engage in systems change work on behalf of our members to create a movement where they can claim their own empowerment, which comes from within through experience and personal growth. This involves developing and equipping organizations and allies working in the anti-trafficking sector to be better colleagues to survivors working in our movement.</p>
<b>Inclusive</b>		
<p>We are working towards an inclusive movement, which means creating safer, braver, emergent spaces for survivors who have often been excluded from sector engagement. This requires holding a defined container to avoid the kinds of harm that are normalized elsewhere in the movement, and means that the NSN is not an appropriate container for all kinds of work survivors need or hope to do (such as personal healing work, therapeutic work, or work that is not aligned with our values or strategies).</p>		
<b>Prevention, Policy, and Education</b>		
<p>Many survivors have been excluded due to their evidence-informed, public health, human rights, and harm reduction approaches. The NSN engages in prevention, policy, and educational work on behalf of our members that is focused on these approaches.</p>		

## NSN Membership Roles

What is the process for becoming a member? What kinds and levels of membership does the NSN offer?

	Inside the US	Outside the US
<b>1. Interviewed and accepted but has not completed orientation/onboarding</b>	1. “Provisional Member” – Can receive unidirectional member resources from the NSN.	1. “Associate Member” – Can receive the unidirectional member resources from the NSN. Associate Members agree to the same values and code of conduct as US-based members.
<b>2. Above + has completed orientation/onboarding</b>	2. “Junior Member” – Can attend all open-membership activities of the NSN and will have access to the discussion group. ( <i>*This category of membership will be rolled out by the end of 2023.*</i> )	2. “Associate Member” – Once onboarded, member can access our interactive learning spaces, including members-only workshops and skill sessions, and our discussion group
<b>3. Above + has maintained a full year of membership with either no grievances or demonstrated effort in resolution of grievances</b>	3. “Member” – Full members can serve as working group co-facilitators and can vote on any major decisions or policies that are brought to the NSN for a full-membership vote.	

May members disclose that they are members of the National Survivor Network?

YES! Members may disclose their own membership in the NSN, but should not disclose other member’s confidential information, which includes names, contact information, membership status, participation in projects, or private information. **Members who are public about their NSN membership status over the course of engaging in their own advocacy or independent work should be careful to clarify that they do not speak for the NSN or its members, and should not disclose NSN strategy, planning, and advocacy work prior to its official public release,** which is part of our confidentiality expectations.

What does being a member mean?

Being a member means that you have access to the members-only resources for your level and kind of membership to support your professional development and development as an organizer. Onboarded members have opportunities to contribute feedback to

shape our official policy and systems advocacy work through listening sessions and surveys. Onboarded members in the US have opportunities to access our professional development funds. Being a member means you are part of a community that is shaping change in our movement and sector.

### What does being a member *not* mean?

Being a member does not mean having complete control over all the decisions, materials, positions, and communications for the NSN. We have a coordinated strategy and welcome your feedback. Much like the American Medical Association represents doctors' interests based on their feedback and develops resources to support their work (but individual doctors can't speak on behalf of the AMA when they feel like it), the NSN represents our members' interests and develops resources to support their work even though membership does not empower one to speak on behalf of the NSN. Unlike the AMA, the NSN's leadership and Steering Group are experienced community organizers and activists who are steeped in strategic change-making using equitable, anti-oppression practices and strive to incorporate collective decision-making as much as possible.

### Why are you not a democracy?

At some point, after our application, screening, onboarding, and membership processes have been clarified, we may revisit this. For now, we are aware that "majority rule" has been weaponized throughout history to justify gross civil rights violations. Our Steering Group (many of whom were members of our [Restructure Team](#)) consists of survivors who have strong backgrounds in anti-violence organizing, transformative justice, community accountability, racial justice, and activism. They developed our values, and they are who our SLPM turns to for guidance around community issues. They are currently reworking our Code of Conduct to be a document about "Expectations for How We Show Up" document to guide our approach to both internal interactions and any interactions where you are representing the NSN.

### What are the expectations of members?

Members are expected to follow our [Code of Conduct](#) and *will be* removed for violations that they are unable to resolve or repair within a reasonable timeframe, which will be determined on a case-by-case basis. **In almost all cases, members will be able to remain in community with the NSN while working out a resolution** and may continue attending our events and meetings. **In rare cases where the violation involves breaches of the NSN's or another member's confidentiality or an explicit or implicit threat of harm to self of others, the member's access to our discussion group and interactive spaces may be suspended** while we work toward resolution, to prevent additional harm. Due to our commitment to member confidentiality and avoiding destructive gossip, the SLPM is unable to discuss specifics of actions taken due to violations, but can clarify under what conditions certain actions could

be taken. Note: Our Code of Conduct is currently under review and will be released by mid-2023 as a revised “Expectations for How We Show Up.”

### What if we have a personal crisis that makes it difficult for us to follow the expectations?

Members who go through a personal crisis that impacts their ability to follow the Code of Conduct are encouraged to request a “sabbatical” or pause on their membership to allow them the time to heal. The kind of crisis might include things like: experiencing additional violence or exploitation, losing a job or home, a mental health crisis that impacts your ability to listen and hear or self-regulate in professional settings, or certain kinds of substance use and/or relapse. Please note: none of these situations inherently exclude anyone from NSN membership – the impacts on how someone shows up determine the need for a pause. There is a time in our lives when our work can be for others and there is a time when we must focus our work on ourselves, and recognizing the triggers are becoming unmanageable before harming others or “burning our bridges” is an essential part of leadership development. When we show up in professional or networking spaces chaotically, even if it because we really love the people in those spaces, we run the risk of causing harm to ourselves, to others, or to our relationships. Occasionally, someone’s membership may be paused if they are showing up in inappropriate ways and are unable or unwilling to redirect. In cases where a member is in crisis, the SLPM will work to identify resources and referrals, but is not able to provide case management, ongoing financial support, or clinical management.

In almost all cases, members whose membership is paused will be welcomed back (“love with accountability”) when they are in a better place to return.

## Contracts, Leadership, and Professional Development

Full members of the NSN may be invited to engage in contract or leadership positions.

Work for the NSN			Not work for the NSN	Member of the NSN
Internal Contracts		External Contracts	Referrals	Professional Development (PD)
Project-based	Administrative			
The NSN offers a limited number of direct contracts with members to support the NSN’s internal and external work. In all of these cases your contract manager (“boss”) is the NSN and the Survivor Leadership Program Manager (SLPM) is your primary point of contact.			The NSN will occasionally forward opportunities to contract directly with external opportunities.	The NSN provides limited funding for PD support for members. <b>PD SUPPORT IS NOT A WORK CONTRACT, THOUGH YOU WILL RECEIVE A 1099 FROM CAST.</b>
<b>Project-based contracts</b> are those that are for a specific, time-bound project, such as developing a training or copyediting/formatting a document.	<b>Administrative contracts</b> are contracts in which the NSN-Cast contracts with a member for an ongoing administrative service, such as social media content creation.	<b>Leadership contracts</b> are those for members to provide an ongoing set of services for a longer period of time, such as conflict resolution and community consulting or applicant screening.		The NSN provides limited funding for TWO types of professional development support for full members: 1) Paying your registration for specific professional development opportunities that you can then share with other members; 2) Offering small stipends for your attendance at professional development events or one-on-one coaching sessions with the SLPM.
Occasionally, an organization contracts with the NSN-Cast to provide a service, and the NSN-Cast will contract with selected members to assist in the delivery of that product. <i>Your contract is with us (and the SLPM is your primary point of contact), and our contract is with them (and we manage contract discussions with them).</i>				

<p>In these situations, the NSN is your contract manager and will handle your payment, contracts, team relationships, and “satisfactory completion.” Contracted members are expected to be able to perform the duties of their role, although members who may need minimal support and coaching for the position may request funds through the PD program to enhance their work on the deliverables.</p> <p>Funded PD provided to members is <i>not</i> part of the contract terms and is provided through NSN membership.</p>	<p>In these situations, the NSN is your contract manager (“boss”) for the project, and handles your payment, contracts, team relationships, and “satisfactory completion.”</p>	<p>In these situations, the NSN is not your contract manager (“boss”), and cannot handle issues of payment, contracts, interpersonal issues. Please review your contract carefully. (This is also true for contracts with other Cast departments.)</p>	<p>These are not “work positions” with the NSN-Cast, and do not constitute employment or leadership. While you will not have to sign a contract to receive these funds, you do need <b>prior written permission from the SLPM</b> in order to use these funds.</p>	
<p>Both project-based and administrative contracts support the NSN’s work but do not constitute a position of leadership or having any authority within the NSN. Having a project-based or administrative contract with the NSN does not authorize the contractor to speak on behalf of the NSN internally or to external partners.</p>	<p>Leadership contracts give the contractor authorization to speak on behalf of the NSN in the contexts outlined in the contract, which may be either internal (handling business with other members on behalf of the</p>	<p>It is very important when contracting with our external partners on behalf of the NSN to provide your specific expertise while always remembering that you are there specifically on behalf of the NSN and in your role as a contractor. You may be removed from the project for failure to engage professionally, kindly, and equitably with our project partners, either during the project meetings or in outside</p>	<p>When contracting directly with an external partner, you are there are your own accord. However, after each engagement closes, we welcome feedback from both the contract organization and the referred member about the partnership. <b>Members who violate our expectations for how we show up during engagements received via an NSN</b></p>	<p>When attending NSN-funded PD events, you are there to learn and grow in the hopes that you will bring some of the knowledge you gain back to our membership and work. <b>While you are there representing yourself, members are expected to adhere to our expectations for how we show up at NSN-funded PD.</b> In some cases, such as when travel is involved, you may need to sign a professional development stipend agreement that outlines context-specific expectations</p>

	program) or external (handling business with external partners).	engagements with project partners.	<b>referral will not be eligible for future referrals.</b>	for how we show up in NSN-funded PD spaces.
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