



PJALS Policy on Standing With Victims and Survivors of Sexual Harassment and Violence

Peace and Justice Action League of Spokane stands with victims and survivors of sexual harassment, sexual violence, and intimate partner violence. Our mission and values of engaging everyday people to build a just and nonviolent world make this position non-negotiable. We know that our PJALS community includes many people whose life experiences include sexual harassment, sexual violence, and intimate partner violence. We honor that for many victims and survivors, social justice activism is part of the healing and growth process.

We are committed to creating the safest and most respectful possible spaces in our country, our community, and our work. We commit that we will not knowingly give a platform, space, or opportunity for people who put others at risk to have power or authority in our events or work. We commit to building an organizational and movement culture of interrupting and disrupting oppressive and dangerous behavior. #TimesUp

We will only take action based on reporting directly by victims and survivors (not on hearsay) so that we do not inadvertently violate the autonomy of victims or survivors. We will be guided by the answer to the question: What does the victim or survivor want to have happen?

Ways we could do this together in our PJALS community include:

- * Naming this commitment as part of our core values and organizational culture.
- * Asking people with privilege, position, or power to pay attention and interrupt problematic behavior by other people with privilege, position, or power.
- * Offering training and resources on bystander intervention and challenging oppressive behavior at least annually.
- * Supporting appropriate confidential reporting processes.
- * Following the lead of survivors and victims.
- * Uplifting principles of restorative justice.
- * Establishing an organizational protocol based on honoring victim/survivor agency and creating the safest and most respectful possible spaces within our community and movement.
- * Acting with consciousness of the boundaries of our expertise, ability, and role in our community.
- * Continuing to find new ways to implement this commitment in our organization and movement.

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