

Advocate Bill of Rights

Recognizing that Advocates in the gender-based violence services and prevention field face the risk and actual effects of vicarious trauma, direct threats/violence, compassion fatigue, moral injury of operating within an oppressive system, and accelerated burnout.

You have the right to:

1. safe, considerate and respectful interactions with team members (coworkers, supervisors, leadership, board members, etc.) and others (clients, collaborating public servants, funders, general public, etc.)
2. expect that all communications and records pertaining to your involvement (employment, access to services, etc.) with the organization.
3. receive complete information about hiring, responsibilities, compensation, organizational structure/values/goals/strategic plan, etc. in terms that are easily understood. (Value: Transparency)
4. receive in advance information necessary for you to make decisions regarding safe accommodations and personal care needs with adequate time for implementation prior to termination, decrease in hours or rate of pay. To receive support during the transition to the next phase (e.g. contact with future employer, letters of recommendation, training, mentorship, alumni inclusion, etc.)
5. receive routine “reasonable accommodations” to support full work contribution without barriers.
6. know in advance of organizational processes (strategic planning, reporting, evaluation, onboarding/exiting, etc.) and requirements for participation.
7. receive appropriate support for mental health and overall wellbeing.
8. refuse to participate in activities/tasks that do not align with one’s values, mental health and safety.
9. use/share examples/templates(?) of your work in the future.
10. transparent supervision/mentorship/organizational support that facilitates belonging(?).

Based on the [Patient's Bill of Rights](#) (originally created by the American Hospital Association, 1973, updated in 1992), then adapted by the U.S. Departments of Health and Human Services, Labor and Treasury and adopted by the U.S. federal government in 2010.