

HEAL'S OFFICIAL POLICIES

The following policies have been approved by majority vote. Policies 1, 2, and 12 have been HEAL policies since inception. Most official policies are subject to change and may be updated in the future. In the event the policies change, we will post the updated version of our policies here for public record and review. Due to suggestions and discussions in our network, we have implemented the following as HEAL's official policies:

1. HEAL does not and will not link to, partner with, nor refer to any behavior modification program. (Exception: To cite source of information used or referenced on our website or in our printed materials.)
2. HEAL does not and will not link to, partner with, nor refer to any residential program, group home, wilderness program, nor referrers/membership organizations of such. This includes faith-based and secular programs. (Exception: To cite source of information used or referenced on our website or in our printed materials.)
3. HEAL does not and will not link to, partner with, nor make any referrals or recommendations for mental health treatments, programs, clinics, or providers. There are many reasons for this and they include limiting HEAL's liability. For more information, visit: <http://heal-online.blogspot.com/2012/01/heal-is-not-referral-service.html> The same reasons we do not recommend programs apply to other forms of mental health referral and recommendation as well.
4. No HEAL volunteer or representative may publicly endorse or recommend the use of illegal psychoactive drugs for the treatment of mental illness, regardless of whether it is in their official capacity as a HEAL volunteer or outside of that capacity.
5. No HEAL volunteer or representative may use HEAL social media sites or databases to export data for third-party use without the express and informed written consent* of all parties asked to participate.
6. HEAL volunteers agree to abide by the highest ethical standards and to protect our network, volunteers, and members from breaches of common sense ethical standards. This includes avoiding conflicts of interest, corruption, and using HEAL to obtain data of any kind for outside entities without the express and informed written consent* of all parties involved.

* By "informed written consent" we mean a full explanation of the intended purpose of any requests, how the information will be used, and how it will be distributed to third-parties.

7. HEAL Parent and Survivor Support Volunteers Meet the Following Criteria:

- a. Oppose institutionalized child abuse;
- b. Agree to all official HEAL policies; and
- c. Parent Support preferably have had firsthand experience rescuing their own child or a loved one from an abusive facility; Survivor Support preferably provided by fellow survivors of institutional abuse; OR
- d. Are informed and knowledgeable regarding institutionalized abuse and able to effectively communicate the problems to inquiring parents or survivors in need of support.

8. HEAL Coordinators Meet the Following Criteria:

- a. Agree to all official HEAL policies; and
- b. Be a survivor of institutionalized abuse; and/or
- c. Be approved by at least two coordinators to hold the position as coordinator. And, be opposed by no coordinators to hold the position as coordinator.

9. All votes/approvals of coordinators/policies/volunteers/etc. must be submitted within 7 days of the call for the vote/approval. At the end of 7 days, the majority who have voted will decide. In the event of a controversial issue, if a minority is opposed, a compromise will be sought to ensure all members are represented by HEAL's public policies and campaigns to the best of our ability. In the event of a need for compromise, we will allow an additional 5-day window to agree to the terms of any suggested compromise to resolve a controversial issue.

10. In the event a HEAL volunteer or coordinator has left HEAL on "bad" terms, the criteria for their reinstatement will be based on the consensus of current and in good-standing volunteers/coordinators and a unanimous vote to approve the individual's reinstatement. The basic criteria for reinstatement will be:

- a. Agree to all official HEAL policies; and;
- b. E-mail or submit a statement to be shared with all primary volunteers and coordinators regarding why any past problems/issues are no longer present. And;
- c. Meet the criteria stated for position sought. (See 7 and 8 above)

11. Long-term absences and dormant chapters and/or volunteer/coordinator accounts may result in closure or suspension of the

volunteer/coordinator/chapter. If a volunteer/coordinator has not responded to nor communicated a reason for absence/dormancy of their position within one-year, their status as a volunteer will be changed from "active" to "on hiatus". Should the absence/dormancy of their position lasts for two-years and they have not communicated with HEAL during this time, they will be subject to cancellation of their chapter/position and removal from the network.

12. HEAL does not and will not support, endorse, condone, nor engage in illegal nor violent actions to further our agenda. HEAL does make an exception for peaceful actions of civil disobedience such as the SOA Watch vigils/demonstrations, Montgomery Bus Boycott, and similar actions.

13. HEAL Coordinators and Volunteers will treat all survivors of institutional abuse with compassion and respect. (Spirit of Policy: Equality and consideration for self and others.)

14. HEAL Coordinators and Volunteers will speak up by post online or comment in person in situations they witness to **condemn group attacks** of individual survivors. (Spirit of Policy: Leading by example.)

15. HEAL Coordinators and Volunteers will respect the personal and physical boundaries of other survivors. (Spirit of Policy: Recognizing and respecting personal and physical boundaries.)

16. HEAL Coordinators and Volunteers reserve the right to act in self-defense in response to violent physical contact or serious attempts at violent physical contact. (Spirit of Policy: Reserving rights in dangerous situations.)

17. HEAL Coordinators and Volunteers will refrain from expressing fleeting emotional sentiments to fragile and/or unstable survivors with the understanding that doing so offends some and causes great heartache in others when the sentiments are found to be nothing more than fleeting self-expression with no consideration of the recipient of the message/sentiment. (Spirit of Policy: Professionalism in advocacy and activism.)

18. These policies incorporate the separate agreed upon communications guidelines. (Communications guidelines are available upon request to volunteers and prospective volunteers.)

19. HEAL expressly reserves the right to terminate the volunteer status of any volunteer for violation of our stated policies and guidelines. We believe such has always been a reasonably implied condition for our volunteers and due to some confusion in this regard, we've now made it an express part of our policies.

Last Updated: December 10th, 2016