

# HEAL'S OFFICIAL POLICIES

**The following policies have been approved by majority vote and opposed by no active HEAL Coordinators nor Parent Support Volunteers. Policies 1, 2, and 8 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 recent (Autumn, 2011) 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 Parent Support Volunteers Meet the Following Criteria:
  - a. Oppose institutionalized child abuse;
  - b. Agree to 1 and 2 above; and
  - c. Preferably have had firsthand experience rescuing their own child or a loved one from an abusive facility; OR
  - d. Are informed and knowledgeable regarding institutionalized abuse and able to effectively communicate the problems to inquiring parents.
4. HEAL Coordinators Meet the Following Criteria:
  - a. Agree to 1 and 2 above;
  - 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.
5. 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.

6. 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 1 and 2 above;

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 3 and 4 above)

7. 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.

8. 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.