

Framework of **Organizational Care**

Sexual Harassment, Abuse, and Assault on the Field

BEFORE THE FIELD (preparation for the field)

Reduce risk and
increase readiness

- ▶ Define terms and policies clearly and accessibly
- ▶ Provide regular, context-specific training for all personnel
- ▶ Establish and communicate reporting pathways
- ▶ Teach realistic risk awareness for specific field contexts
- ▶ Identify and vet external care resources (medical, counseling, legal)

DURING (an incident(s) occurs on the field)

Protect, stabilize,
and support

- ▶ Respond promptly and follow established protocols
- ▶ Prioritize the safety and well-being of the affected person
- ▶ Facilitate access to medical, psychological, and pastoral care
- ▶ Provide practical accommodations (rest, relocation, schedule changes) as needed
- ▶ Maintain supportive communication and avoid blame or minimization

AFTER (long-term care and account- ability)

Promote recovery,
justice, and organ-
izational learning

- ▶ Ensure access to ongoing care and follow-up support
- ▶ Carry out appropriate investigative and disciplinary processes
- ▶ Respect the individual's agency in decisions where possible
- ▶ Review and improve policies, training, and supervision
- ▶ Communicate organizational values through consistent follow-through

