

# Code of Conduct for Members of The Coming Home Foundation

## Introduction

As members of *The Coming Home Foundation*, which is dedicated to assisting and empowering survivors of sex trafficking through long-term housing and comprehensive support, we are committed to providing a secure, courteous, and caring environment for everyone we serve. The ethical expectations and standards of behavior for all members, including staff, volunteers, board members, contractors, and any other individuals working with or on behalf of the organization, are set forth in this Code of Conduct.

We recognize that survivors of sex trafficking have endured trauma and vulnerability, and our efforts must consistently prioritize their safety, autonomy, and dignity.

Prior to engaging in any act of service or direct interaction with survivors, all volunteers are expected to complete a course on conduct that is provided by one of our partner organizations.

## Core Values

1. **Respect and Dignity:** Treat all individuals with respect, kindness, and empathy, recognizing their inherent dignity. We honor the diverse backgrounds and experiences of survivors and seek to empower them in their journey toward healing.
2. **Confidentiality:** Uphold the highest standards of confidentiality, understanding that survivors' personal histories and stories must be protected. Any information shared by a survivor will not be disclosed without explicit consent, unless required by law or to ensure the safety of the individual or others.
3. **Safety and Well-being:** Prioritize the physical, emotional, and psychological safety of all individuals involved in the organization, particularly survivors. We will act promptly and appropriately to address any concerns about harm or risk to survivors or staff.
4. **Non-discrimination and inclusion:** We are committed to promoting an inclusive environment where all individuals, regardless of race, ethnicity, gender, sexual orientation, age, religion, disability, or immigration status, feel welcomed and valued.
5. **Trauma-Informed Care:** We recognize the impact of trauma on individuals and adopt a trauma-informed approach in all our interactions. Our services will always aim to empower survivors, offering choices and respecting boundaries. We will be patient and understanding as survivors work at their own pace.
6. **Integrity and Accountability:** All members will act with integrity, honesty, and transparency in all interactions and responsibilities. We will be accountable for our

actions and decisions, and we encourage openness and the reporting of unethical behavior.

## **Standards of Behavior**

### **1. Professional Boundaries:**

- Establish and maintain appropriate professional boundaries with survivors, ensuring that relationships are respectful, supportive, and non-exploitative.
- Personal relationships, romantic or otherwise, with survivors are strictly prohibited and are grounds for immediate termination.
- Members will not use their position for personal gain or exploit their role for any form of power, control, or influence over a survivor.

### **2. Respect for Autonomy:**

- Recognize and respect the autonomy and decision-making capacity of each survivor. Survivors have the right to make choices about their lives, including whether to participate in services, share personal information, or disclose their trauma.
- Avoid coercion or pressure of any kind in decision-making processes.

### **3. Zero Tolerance for Abuse and Exploitation**

- Any form of abuse (physical, emotional, sexual, verbal, or financial) or exploitation (in any form) is strictly prohibited and will result in immediate termination of involvement with the organization.
- Members will report any suspicion or allegation of abuse, exploitation, or trafficking to the appropriate authorities as required by law and organizational policy.

### **4. Non-Discriminatory Practices:**

- We will not tolerate discrimination, harassment, or intimidation of any kind. This includes discrimination based on race, gender, sexual orientation, religion, or any other characteristic.
- We will foster an environment that values diversity, inclusion, and mutual respect for all individuals.

### **5. Confidentiality and Information Sharing:**

- Members must ensure that all survivor information, whether written, verbal, or electronic, is kept confidential and only shared with authorized persons when necessary and with the survivor's informed consent.
- Written consent must be obtained before any disclosure of sensitive information, unless there is a legal or ethical obligation to disclose (such as situations involving potential harm to a person).

### **6. Reporting misconduct and concerns:**

- All members have a responsibility to report any behavior that violates this Code of Conduct, including misconduct, unethical actions, or violations of organizational policy.

- Members are encouraged to report any concerns through designated channels (e.g., the Human Resources Department, Ethics Committee, or anonymous reporting mechanisms).
  - Retaliation against anyone who reports concerns in good faith is strictly prohibited.
- 7. Conflict of Interest:**
- Members must avoid any situations where personal interests, financial interests, or relationships may conflict with their duties to the organization or the survivors it serves.
  - Members are required to disclose any potential conflicts of interest to their supervisor or the board.
- 8. Compliance with Legal and Ethical Standards:**
- All members must comply with relevant local, state, and federal laws, including those related to human trafficking, privacy, and child protection.
  - Members must also adhere to the ethical guidelines and professional standards set forth by the organization, as well as relevant industry standards for working with survivors of trauma and abuse.
- 9. Cultural Sensitivity and awareness:**
- We will approach all individuals with cultural sensitivity, taking into account the diverse backgrounds, experiences, and needs of survivors.
  - We will seek to understand and respect the cultural, religious, and personal values of survivors, ensuring that services and interactions are non-judgmental and inclusive.
- 10. Anti-Exploitation and Non-Fraternization**
- As a member, volunteer, or affiliate of The Coming Home Foundation, you understand and commit to upholding the highest ethical standards in all aspects of your role. You affirm that you will not fraternize in any capacity with individuals known to be traffickers or affiliates of traffickers. Furthermore, you will not engage in, support, or condone any exploitative practices of any kind.
  - You understand that any violation of this clause, including but not limited to associations with known traffickers or involvement in exploitative activities, is grounds for immediate termination of your position.

## **Consequences for Violations**

Violations of this Code of Conduct will result in appropriate action, which may include disciplinary measures such as a warning, suspension, or immediate termination of involvement with the organization, depending on the severity of the violation.

## **Conclusion**

By agreeing to this Code of Conduct, each member acknowledges their responsibility to uphold the values of The Coming Home Foundation and to work in a manner that is ethical, respectful,

and supportive of the survivors we serve. We are committed to creating an environment that is safe, empowering, and respectful of the dignity of all individuals.

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This Code of Conduct serves as a foundational document that ensures every person within the organization is held to a high standard of ethical behavior while working with survivors of sex trafficking. It is essential that all members receive training on the code and have a clear understanding of its principles.