

Assessment Tool for Trauma-Informed Practices in the Labor Movement

When engaging survivors in advocacy efforts, it is critical to promote practices that are survivor-centered and trauma-informed. This tool can help unions and worker centers identify opportunities to improve and strengthen current practices on responding to gender-based violence and harassment.

Assessment Questions		
Staff training and development	<input type="checkbox"/> Yes <input type="checkbox"/> No	Is staff trained on signs of trauma and the wide range of possible responses to traumatic events?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff receive training on gender-based violence and harassment-related policies and procedures and how to respond to disclosures of harassment and violence?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Has staff received training on trauma-informed leadership development including the importance of providing choices and helping survivors make informed decisions, setting appropriate boundaries with survivors, and offering referrals to services?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Is a sensitivity to trauma viewed as a strength staff and an indicator of them doing their job successfully?
New organizing outreach and intake	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff ask workers about whether they have experienced, witnessed, or heard accounts of workplace sexual harassment and violence?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	When staff asks about gender-based violence and harassment, do they ask in private settings where workers wouldn't need to disclose in front of others?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Has the organization established internal practices that promote survivor privacy and choice?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Do staff clearly communicate how the organization will respond if workers disclose experiences with gender-based violence and harassment?

Survivor interviews about Gender-Based Violence	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff maximize survivor control over where, when, and how interviews are conducted? For example, does staff ask and respect what interview methods survivors might prefer (e.g., written statement vs. video) or who else they would like in the room for an interview (a coworker, interpreter, a specific staff member, etc.)?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff use interpreters who are trained on trauma-informed practices, such as the importance of not interrupting survivors while they are recounting an experience? Does staff communicate in advance with survivors about the need to pause for interpretation to avoid any need for interruption?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff ask for permission to start an interview, clarify why they are asking follow-up questions if they need to ask for more details, and make clear that survivors do not have to answer anything they do not wish to answer?
Survivor interviews	<input type="checkbox"/> Yes <input type="checkbox"/> No	Are staff trained to guide interviews with an awareness of how survivors may recall traumatic events?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff understand and accept non-linear ways of storytelling and do they work with survivors to create corroborative timelines?
Grievances	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does the grievance handler take into account a survivor's desires with respect to the potential outcome?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does the grievance handler describe the grievance procedure and keep the survivor fully informed throughout the process?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does the union ask survivors how the grievance procedure could be improved for future members who may file complaints?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Is there a third-party reporting mechanism for gender-based violence and harassment?

Contracts	<input type="checkbox"/> Yes <input type="checkbox"/> No	If the union has sexual harassment language outside a generalized anti-discrimination clause in its contract, are its shop stewards and staff aware of its protections and how to enforce them?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does the union include questions about gender-based violence and harassment in its contract bargaining campaign surveys?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does union staff ask survivors what workplace sexual harassment and violence protections they need?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does the union prioritize issues of gender-based violence and harassment shared in bargaining surveys?
Support for staff	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff working on the issue of gender-based violence and harassment have support and control over how they engage on these topics?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff have access to linguistically culturally-appropriate referrals for sexual assault or other services?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Is leadership aware that staff may be survivors themselves?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Does staff have access to affordable mental health resources and time to use such services?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Is staff supported when they personally experience gender-based violence and harassment?
	<input type="checkbox"/> Yes <input type="checkbox"/> No	Are there ways to report gender-based violence and harassment that occurs between union members and/or staff?

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