



## FVPSA Model LGBTQ Anti-harassment Policies

While there are many possible anti-harassment policies, the following model policies are good examples that could be adopted by grantees to meet the FVPSA requirements.

### **A). The Network/La Red: Open Minds Open Doors: Transforming Domestic Violence Programs to include LGBTQ Survivors at p. 62.** <Access at:

[http://www.ncdsv.org/images/TheNetworkLaRed\\_OpenMindsOpenDoors\\_2010.pdf](http://www.ncdsv.org/images/TheNetworkLaRed_OpenMindsOpenDoors_2010.pdf)>



#### Sample anti-discrimination policy<sup>55</sup>

[Program Name] welcomes individuals who are heterosexual, bisexual, gay, lesbian, queer, and/or transgender of differing races, classes, religions, ages, and backgrounds. I will be respectful of the other program participants and staff. I understand that any oppressive or abusive language or actions are not acceptable. If I have questions about this policy, I can ask a staff member to explain it to me.

If a program participant or any staff member is acting in an abusive or oppressive way towards me, I know that I can report this behavior to a staff member. If I feel that the issue has not been addressed, I can then report it to the program coordinator, \_\_\_\_\_. If the issue has still not been appropriately addressed, I can bring the issue to the executive director, \_\_\_\_\_.

Signed \_\_\_\_\_

Date \_\_\_\_\_



## B). L.A. Gay & Lesbian Center Sample Policy

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- X agency is committed to creating an environment that provides culturally inclusive services that are non-stigmatizing to all domestic violence victims/survivors regardless of race, sexual orientation, gender, gender identity (or expression), religion, national origin, age or disability, as well as to others from diverse backgrounds.
- X agency is committed to providing the best possible services to all domestic violence victims/survivors regardless of race, sexual orientation, gender, gender identity (or expression), religion, national origin, age, disability, as well as to others from diverse backgrounds.
- I understand that X agency welcomes and serves all survivors of domestic violence who access services, including lesbian, gay, bisexual, transgender, and questioning people.
- I understand that X agency values diversity and respects participants', staff' and providers' cultures, needs, etc.
- I understand that comments and actions that put down, harass, stereotype, discriminate against or otherwise demean a person because of their racial, cultural, religious background, sexual orientation, gender, gender identity (or expression), religion, national origin, age or disability will not be accepted.
- I understand that I am expected to respect the diversity of clients, staff and volunteers at X agency.
- I understand that I can report violations of this policy by staff, volunteers, or other clients to [Assigned Person], and if I don't feel comfortable reporting the incident to that person, or do not feel my concerns were adequately addressed, I may report the incident to the [Head of the Organization].

Signed: (By all staff, volunteers, and clients) Dated: \_\_\_\_\_

[Insert Contact Information for Assigned Person and Head of Organization.]

**C). Virginia Anti-Violence Project: LGBTQ Model Policies.**<sup>1</sup> <Access at: <http://virginiaavp.corgibytes.com/documents/resources/VAVPModelPolicies.pdf>>

[Please note that the below policy would need to be adapted to include actions taken by other program participants to satisfy the FVPSA requirements.]



### **Model Policies for Service Organizations**

As part of the process of making your organization more inclusive of lesbian, gay, bisexual, transgender and queer<sup>2</sup> (LGBTQ) people, it is essential that non-discrimination and anti-harassment policies include language specifically addressing sexual orientation<sup>3</sup> and gender identity<sup>4</sup> or expression<sup>5</sup>. By promoting an open, accepting environment with both your employment and service practices, you affirm your organization's commitment to serve those in need without prejudice.

#### **Non-Discrimination Personnel Policy**

[Organization] is committed to creating an environment that supports equal employment opportunity and nondiscrimination for all persons, regardless of race, color, religion, sex, age, perceived or actual sexual orientation, gender identity or gender expression, marital status, national origin, or disability.

#### **Sexual Orientation and Gender Identity Non-Discrimination Policy for Service Users**

Recognizing that prejudice, discrimination and stereotyping are prevalent through society and dedicated to the creation of a safe, secure space for those seeking services with us, it shall be the policy of [Organization] to maintain and promote a facility that provides the highest quality of services to survivors of sexual and domestic violence regardless of their actual or perceived sexual orientation or gender identity. LGBTQ-identified survivors receiving services at [Organization] shall receive fair and equal treatment, without bias, and shall be treated in a professional manner. Employees, volunteers and other individuals involved in providing services

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<sup>1</sup> These model policies include policies adapted from the National Center for Lesbian Rights, [www.nclrights.org/](http://www.nclrights.org/).

<sup>2</sup> Queer: A political and sometimes controversial term that some LGBT people have reclaimed, while others still consider it derogatory. Used most frequently by younger LGBT people, activists, and academics, the term can refer either to gender identity, sexual orientation, or both and can be used by people of any gender.

<sup>3</sup> Sexual Orientation: The culturally-defined set of meanings through which people describe their sexual attractions. Sexual orientation is not static and can shift over time.

<sup>4</sup> Gender Identity: An individual's internal view of their gender. Their own innermost sense of themselves as a gendered being and /or masculine, feminine, androgynous, etc. This will often influence name and pronoun preference.

<sup>5</sup> Gender Expression: Aspects of behavior and outward presentation that may (intentionally or unintentionally) communicate gender to others in a given culture or society, including clothing, body language, hairstyles, voice, socialization, relationships, career choices, interests, and presence in gendered spaces (restrooms, places of worship, etc.).

to LGBTQ identified survivors shall not discriminate against or harass any survivor in their care and shall immediately report any evidence of discrimination, physical or sexual harassment, and verbal harassment of any such identified persons to their supervisor. Individuals who feel they have been subject to discrimination or harassment should report this occurrence to [assigned person].

[Organization] will take all reasonable steps within its control to meet the diverse needs of all survivors seeking services and provide an environment in which all individuals are treated with respect and dignity, regardless of sexual orientation, gender identity, or gender expression.

## **Transgender Identification and Support Policy**

### *Employees*

[Organization] recognizes that transgender employees may face additional challenges in the workplace. Affirming our commitment to an inclusive environment, embracing of the diversity of our staff, [Organization] seeks to ensure that employees who are currently transitioning or who have already undergone gender transitions<sup>6</sup> are treated in an equal and respectful manner. Transgender employees are encouraged to dress consistently with their gender identity and should be addressed with the pronouns relevant to the gender with which they identify. Additionally, as [Organization] respects all employees' right to privacy, transgender employees shall not be subject to unwanted questions regarding their status, medical history, or sexual orientation.

### *Service Users*

As part of its commitment to provide services to those in need without discrimination or harassment, [Organization] promotes an environment that is accepting and encouraging to transgender service users. Service users identifying as transgender shall receive support and accommodation from [Organization] in determining their needs. Pronouns used and clothing provided shall reflect the gender with which the survivor identifies, and confidentiality shall be respected in regards to disclosures concerning transgender status, medical history or sexual orientation.

## **Confidentiality and Non-Disclosure Policy**

[Organization] seeks to provide a supportive environment for LGBTQ employees and service users by treating with respect those persons who are open about their sexual orientation or gender identity. [Organization] also recognizes that some people might not wish to share this information with fellow employees, service users, or others involved in the organization and is equally dedicated to respecting the confidentiality of those persons. Employees, volunteers, and other individuals involved in the operation of [Organization] will never reveal sensitive information about an individual's sexual orientation or gender identity without that person's express written consent. Those in violation of this policy will be subject to disciplinary action.

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<sup>6</sup> Gender transitions: The process through which a person modifies his or her physical characteristics and/or gender expression to be consistent with his or her gender identity. Gender transition may, but does not necessarily, include hormone therapy, sex reassignment surgeries and/or other medical or surgical components. The process may also include telling one's family, friends and/or co-workers, and changing one's name and/or gender on legal documents. As each person's transition is unique to that individual's needs, there is no defined set of steps which add up to a "complete" transition.



## **FVPSA LGBTQ DV Resource List**

### **LGBTQ DV Specific Resources**

**The Los Angeles Gay & Lesbian Center  
STOP Partner Abuse Domestic Violence  
Program and Domestic Violence Legal  
Advocacy Project (DVLAP)**

1625 N Schrader Blvd  
Los Angeles, CA 90028  
323-860-5806 (STOP)  
323-993-7649 (DVLAP)  
[www.lagaycenter.org](http://www.lagaycenter.org)  
<http://www.lagaycenter.org/domesticabuse>

**National Coalition of Anti-Violence Programs  
(NCAVP) A project of the New York City Gay and  
Lesbian Anti-Violence Project**

240 West 35<sup>th</sup> Street, Suite 200  
New York, NY 10001  
Office: 212-714-1184  
24 Hour Helpline: 212-714-1171  
List of LGBT Specific Anti-Violence Program's by  
state, National TA Resources, and Reports  
<http://www.avp.org/about-avp/coalitions-a-collaborations/82-national-coalition-of-anti-violence-programs>

**The Network La Red**

P.O. Box 6011  
Boston, MA 02114  
617-695-0877  
[www.tnlr.org](http://www.tnlr.org)  
Open Minds Open Doors: Transforming  
Domestic Violence Programs to Include LGBTQ  
Survivors  
[http://www.ncdsv.org/images/TheNetworkLaRed\\_OpenMindsOpenDoors\\_2010.pdf](http://www.ncdsv.org/images/TheNetworkLaRed_OpenMindsOpenDoors_2010.pdf)

**Rainbow Response**

The Greater DC response to address Intimate  
Partner Violence in the LGBTQ community  
[www.rainbowresponse.org](http://www.rainbowresponse.org)

**Gay Men's Domestic Violence Project**

PMB 131, 955 Mass Ave  
Cambridge, MA 02139  
617-354-6056  
<http://www.gmdvp.org>

**Virginia Anti-Violence Project**

804-925-8287  
EMAIL: [info@virginiaavp.org](mailto:info@virginiaavp.org)  
[www.virginiaavp.org](http://www.virginiaavp.org)  
Model Policies  
<http://virginiaavp.org/corgibytes.com/documents/resources/VAVPModelPolicies.pdf>

**Northwest Network**

P.O. Box 18436  
Seattle, WA 98118  
206-568-7777  
[www.nwnetwork.org](http://www.nwnetwork.org)  
Free BTLG specific DV webinar trainings  
<http://nwnetwork.org/news-and-events/>

**Colorado Anti-Violence Program**

P.O. Box 181085  
Denver, CO 80218  
Office: 303-839-5204  
Hotline: 303-852-5094 or 1-888-557-4441  
[www.coavp.org](http://www.coavp.org)  
Resources for Providers  
<http://coavp.org/content/training-resources>

**Forge Forward**

P.O. Box 1272  
Milwaukee, WI 53201  
414-559-2123  
[www.forge-forward.org](http://www.forge-forward.org)  
Free Transgender specific information  
and webinar trainings  
<http://forge-forward.org/trainings-events/>



## FVPSA LGBTQ DV Resource List

### **Community United Against Violence**

170-A Capp Street

San Francisco, CA 94110

415-777-5500

[www.cuav.org](http://www.cuav.org)

### **National Online Resource Center on Violence Against Women [Comprehensive list of LGBTQ resources for domestic violence survivors]**

<http://www.vawnet.org/>

<http://www.vawnet.org/special-collections/DVLGBTQ.php#600>

### **Terminology**

[http://www.trans-academics.org/trans\\_and\\_sexuality\\_termi](http://www.trans-academics.org/trans_and_sexuality_termi)

This terminology sheet was created by Eli R. Green (eli@trans-academics.org) and Eric N. Peterson at the LGBT Resource Center at UC Riverside ☐ 2003-2004, with additional input from [www.wikipedia.org](http://www.wikipedia.org) and many kind people who helped use create and revise these definitions. This sheet is always a work in progress so please be sure to check the Instructional Materials section of [Trans-Academics.org](http://Trans-Academics.org) for updated versions. Please feel free to alter, use or pass on as needed but be sure to give credit to the original creators. Any updates or corrections can be submitted to [eli@trans-academics.org](mailto:eli@trans-academics.org).

### **Reports, Articles and Publications:**

#### **Centers for Disease Control and Prevention**

*The National Intimate Partner and Sexual Violence Survey (NISVS) 2010 Data on Intimate Partner and Sexual Violence among LGB People*  
<http://www.cdc.gov/violenceprevention/nisvs/>

#### **NCAVP**

LGBTQH Intimate Partner Violence Report  
<http://www.avp.org/resources/reports/term/su>  
[mary](http://www.avp.org/resources/reports/term/su)

#### **National Center for Victims of Crime and NCAVP**

*Why It Matters: Rethinking Victim Assistance for Lesbian, Gay, Bisexual, Transgender, and Queer Victims of Hate Violence & Intimate Partner Violence* (2010)

<http://www.avp.org/resources/avp-resources/136>

#### **Office for Victims of Crime**

Responding to Native LGBT/ Two Spirit  
Community Crime Victims

<http://ovc.ncjrs.gov/ovcproviderforum/index.aspx>

Victims' Voices: Hate Crime Against Two-Spirit  
Community

[http://ovc.ncjrs.gov/news/pdf/OVC\\_NPU\\_june\\_2012.pdf](http://ovc.ncjrs.gov/news/pdf/OVC_NPU_june_2012.pdf)

#### **Trans Murder Rate Significantly Higher than Lesbian-Gay**

<http://lexiecannes.wordpress.com/2013/08/27/trans-murder-rate-significantly-higher-than-lesbian-gay-says-new-study/>

### **LGBTQ Inclusive Website Examples**

#### **Asian Women's Shelter:**

Business Line: 415-751-7110

Email: [info@sfaws.org](mailto:info@sfaws.org)

[www.sfaws.org](http://www.sfaws.org)

#### **WEAVE:**

**Support & Information Line:**

**916.920.2952**

866.920.2952 (Toll Free)

916.443.3715 (TDD)

[www.weaveinc.org](http://www.weaveinc.org)



## **FVPSA LGBTQ DV Resource List**

### **NATIONAL RESOURCES: LGBTQ TEEN DATING VIOLENCE AND SUICIDE PREVENTION**

**Advocates for Youth**

<http://www.advocatesforyouth.org/>

**Athlete Ally**

<http://www.athleteally.org/>

**Break the Cycle**

<http://www.breakthecycle.org/lgbtq>

**Hear My Voice Campaign**

<http://www.breakthecycle.org/content/lgbtq-outreach>

**It Gets Better Project**

<http://www.itgetsbetter.org/>

**Planned Parenthood**

<http://www.plannedparenthood.org/health-topics/sexual-orientation-gender-4329.htm>

**That's Not Cool: Teen Dating Violence**

<http://www.thatsnotcool.com/>

**The Trevor Project (GLBT Youth) Suicide  
Hotline**

1 866 488-7386

<http://www.thetrevorproject.org/>

**Urban Institute Justice Policy Center**

*Technology, Teen Dating Violence and Abuse,  
and Bullying*

<https://www.ncjrs.gov/pdffiles1/nij/grants/243296.pdf>

### **NATIONAL LEGAL RESOURCES: LGBTQ DV SPECIFIC AND GENERAL LGBTQ**

**Los Angeles Gay & Lesbian Center, Domestic  
Violence Legal Advocacy Project**

323-993-7649

Email [dvlap@lagaycenter.org](mailto:dvlap@lagaycenter.org).

[http://www.lagaycenter.org/site/PageServer?pagename=Legal\\_Services\\_DV](http://www.lagaycenter.org/site/PageServer?pagename=Legal_Services_DV)

**ABA Commission on Domestic & Sexual  
Violence**

(LGBT Toolkit and Statutory Summary Charts  
noting LGBT access to protections orders for  
each state)

[http://www.americanbar.org/groups/domestic\\_violence/resources/resources\\_for\\_attorneys/marginalized\\_communities/lgbtq.html](http://www.americanbar.org/groups/domestic_violence/resources/resources_for_attorneys/marginalized_communities/lgbtq.html)

[http://www.americanbar.org/groups/domestic\\_violence/resources/statutory\\_summary\\_charts.html](http://www.americanbar.org/groups/domestic_violence/resources/statutory_summary_charts.html)

**National Center for Lesbian Rights**

<http://www.nclrights.org>

**National LGBT Bar Association**

<http://www.lgbtbar.org/>

**Transgender Law Center**

<http://www.transgenderlawcenter.org>

**Lambda Legal**

<http://www.lambdalegal.org>

**Sylvia Rivera Law Project**

<http://srlp.org/>



## **FVPSA LGBTQ DV Resource List**

### **VIDEOS**

#### **Two Spirit**

TWO SPIRITS interweaves the tragic story of a mother's loss of her son with a revealing look at a time when the world wasn't simply divided into male and female, and many Native American cultures held places of honor for people of integrated genders.

[www.twospirits.org](http://www.twospirits.org)

#### **Casa De Esperanza: My Girlfriend Did It**

My Girlfriend Did It is a documentary film that explores IPV in lesbian relationships by highlighting the struggles and resilience of women who share the impact of violence in their lives.

<https://www.casadeesperanza.org/purchase-products/>

#### **TED Talks: Beyond the Gender Binary**

<http://www.youtube.com/watch?v=Lm4vxZrAig>





# 24-hour Hotline: 212.714.1141

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## TRAINING & TECHNICAL ASSISTANCE CENTER

The National Coalition of Anti-Violence Programs (NCAVP) coordinates the National Training and Technical Assistance (TTA) Center on Lesbian, Gay, Bisexual, Transgender, & Queer (LGBTQ) Cultural Competency. This project is currently conducting a national needs assessment with mainstream organizations across the country to assess gaps in services and provide tailored technical assistance to increase LGBTQ accessibility and inclusivity among these organizations.

The NCAVP TTA Center on LGBTQ Cultural Competency also provides free ongoing technical assistance and support to current and potential Office on Violence Against Women (OVW) grantees nationwide through a toll-free warmline number, list serve, Deaf-accessible instant messaging AIM, and resource bank of LGBTQ anti-violence materials. The NCAVP Training and Technical Assistance Center is available for direct service and advocacy organizations seeking answers, support, and strategies to become inclusive of and accessible to lesbian, gay, bisexual, transgender, and queer (LGBTQ) survivors. NCAVP members are available to provide technical assistance on issues such as language and terminology, creating an LGBTQ-inclusive organization, developing LGBTQ-inclusive policies and procedures, building relationships with LGBTQ communities and more. All questions and requests for assistance are welcome.

### Contact:

Toll-free warmline: 1-855-AVP-LGBT (1-855-287-5428)

Mon-Fri, 10 a.m. to 6 p.m. EST

Deaf/Hard of hearing accessible instant messaging AIM: AVPIgbt

E-mail: [info@ncavp.org](mailto:info@ncavp.org)

### National Training and Technical Assistance Center Resources

[Bisexual Specific Partner Abuse Brochure \(English\)](#), *Bisexual IPV*  
[The Network/La Red](#)

[Bisexual Specific Partner Abuse Brochure \(Spanish\)](#), *Bisexual IPV*  
[The Network/La Red](#)

[Creating an LGBTQ-Friendly Agency: Worksheet](#), *Supporting Your Organization*  
[Virginia Anti-Violence Project](#)

[Glossary of Terms](#), *LGBTQ Terminology*  
[New York City Anti-Violence Project](#)

[Information for Survivors of Sexual Assault in the LGBTQ Community](#), *Information for Survivors; SV*  
[L.A. Gay & Lesbian Center](#)

[COMMUNITY ALERTS](#)
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### MAKE A DIFFERENCE

[REPORT VIOLENCE](#)
[SPEAK OUT](#)
[VOLUNTEER](#)
[ATTEND AN EVENT](#)

[LGBT Vocab Quiz](#), *LGBTQ Terminology*  
[Kansas City Anti-Violence Project](#)

[LGBTQ Financial Abuse Scenarios \(Excerpt from Allstate/NNEDV Financial Empowerment Curriculum\)](#), *LGBTQ IPV*  
[Center on Halsted Anti-Violence Project](#)

[LGBTQ-Inclusive Model Policies](#), *Supporting Your Organization*  
[Virginia Anti-Violence Project](#)

[LGBTQ Partner Abuse \(for Community\)](#), *LGBTQ IPV*  
[The Network/La Red](#)

[LGBTQ Partner Abuse \(for Providers\)](#), *LGBTQ IPV*  
[The Network/La Red](#)

[LGBTQ Partner Abuse Brochure \(English/Spanish\)](#), *LGBTQ IPV*  
[The Network/ La Red](#)

[LGBTQ Survivor Handbook](#), *Information for Survivors*  
[Virginia Anti-Violence Project](#)

[LGTB Power and Control Wheel](#), *LGBTQ IPV*  
[New York City Anti-Violence Project](#)

[Practical Tips for Working with Transgender Survivors of Sexual Violence](#), *Working with Transgender Survivors; SV*  
[FORGE](#)

[Privileges Held by Non-Trans People](#), *General Information*  
[Kansas City Anti-Violence Project](#)

[Services Outside of the Box](#), *Working with Transgender Survivors*  
[FORGE](#)

[Signs of Abuse Checklist](#), *LGBTQ IPV; Information for Survivors*  
[L.A. Gay & Lesbian Center](#)

[SM for Professionals](#), *General Information; SM*  
[The Network/La Red](#)

[SM vs. Abuse Brochure](#), *General Information; SM*  
[The Network/La Red](#)

[Some Do's and Don'ts for working with LGBTQ/T Folks](#), *Working with LGBTQ Survivors*  
[The Network/La Red](#)

[Terminology Handout](#), *LGBTQ Terminology*  
[Kansas City Anti-Violence Project](#)

[Tips for Creating Dialogue with Potential LGBTQ Clients](#), *Working with LGBTQ Survivors*  
[New York City Anti-Violence Project](#)

[Tips for Representing Lesbian, Gay, Bisexual, and Transgender \(LGBT\) Survivors of Domestic Violence in Court](#), *Working with LGBTQ Survivors; IPV; Legal*  
[L.A. Gay & Lesbian Center](#)

[Transgender Domestic Violence and Sexual Assault Resource Sheet](#), *Transgender Information; IPV; SV*  
[FORGE](#)

[Transgender People and Health Care Fast Facts](#), *Transgender Information*  
[FORGE](#)

[Transgender People and SOFFAs \(Significant Others, Friends, Family and Allies\) Fast](#)

[Facts, Transgender Information](#)

[FORGE](#)

[Transgender People, Police, and Incarceration Fast Facts](#), *Transgender Information*

[FORGE](#)

[Transgender Specific Partner Abuse Brochure](#), *Transgender IPV*

[The Network/La Red](#)

[Transgender Specific Power and Control Tactics](#), *Transgender IPV*

[FORGE](#)

[Transgender Violence Fast Facts](#), *Transgender Information*

[FORGE](#)

[U-VISA: an Immigration Remedy for LGBTQ Victims of Crime, Information for](#)

[Survivors](#); *IPV; SV; Immigration; Legal*

[L.A. Gay & Lesbian Center](#)

[Working With LGBT Victims of Violence](#), *Working with LGBTQ Survivors*

[Gay Alliance of the Genesee Valley Anti-Violence Project](#)

## OVC Webinar Resources

Download the [NCAVP webinar "OVC DEMONSTRATION INITIATIVE: Providing equal access to mainstream victim services for LGBTQ survivors" power point presentation here.](#)



Serving New York's lesbian, gay, bisexual, transgender, queer, and HIV-affected communities



**The New York City Anti-Violence Project**

240 West 35th Street, Suite 200, New York, NY 10001

V: 212.714.1184 | TTY: 212.714.1134 | 24-hour Hotline: 212.714.1141

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