



EVERYONE IS WELCOME

INCLUSIVE ENVIRONMENTS FOR ALL SURVIVORS

WE DO

- Treat **ALL** survivors with compassion and respect.
- **Ask everyone how they would like to be addressed:** "*What is your name? What do you like to be called? What are your pronouns (she/her, he/him, they/them, something else)?*"
- **Offer the full range of services** including shelter, hotel/motel, or community services.
- **Be proactive** in addressing issues that may come up between clients/survivors.
- **Know what resources are available** for referral, locally and statewide.



OutFront Minnesota
LGBTQ Domestic Abuse Hotline
612.822.0127 option 3

Thinkself: services to Deaf, DeafBlind, DeafDisabled & Hard of Hearing Survivors
Videophone to reach Advocate: 651.829.9089
24 hour text/FaceTime: 651.280.7878

Casa de Esperanza
Bilingual (español) Domestic Violence Helpline
651.772.1611

WE DO NOT

- Turn away **ANY** victim. Advocates **cannot** make decisions based on gender identity, sexuality, race, ethnicity, religion: **this is illegal and your shelter and/or program funding can be taken away.**
- Assume you know anyone's gender or sexuality.
- Assume gender based on appearance or physical factors.
- Ask invasive questions. Do not ask anyone about their genitalia, surgery or in any way pressure someone to disclose their medical history.
- Ignore conflicts or inappropriate reactions between survivors/clients. Do be proactive in interrupting inappropriate behavior.



VIOLENCE FREE
MINNESOTA