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,psycho-logical, 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 appro-priate 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

Global Trellis

Young, Amy, Covell, Stacey, and Gutierrez, Daniel. *Let's Talk About It: Sexual Harassment, Abuse, and Assault on the Field*. Global Trellis, 2026. https://globaltrellis.com/lets-talk-about-sexual-harassment