SEXUAL AND DOMESTIC VIOLENCE PROGRAM
PROFESSIONAL STANDARDS
COMMITTEE

Sexual and Domestic Violence Program
Professional Standards Committee Meeting
January 21, 2026 • 10:00 a.m. – 11:30 a.m.
Virtual Meeting Pursuant to *Code of Virginia* § 2.2-3708.3

- **Welcome and Introductions** (5 minutes)
  - *Faith Power, Committee Chairperson*
- **Approval of Meeting Minutes** (5 minutes)
- **Report on FOIA Rules** (5 minutes)
  - *Amber Stanwix, Professional Standards Operations Coordinator*
- **Report on Survey Data** (5 minutes)
  - *Professional Standards Operations Coordinator*
- **Feedback from Non-Reaccrediting Agencies** (5 minutes)
  - *Professional Standards Operations Coordinator*
- **Wellness Standards** (5 minutes)
  - *Professional Standards Operations Coordinator*
- **Discussion Regarding Draft of Survey** (20 minutes)
- **Discussion Regarding Revision Process** (20 minutes)
- **Other** (10 minutes)
- **Public Comment** (5 minutes)
- **Selection of Next Meeting Date(s)** (5 minutes)
- **Closing Remarks** (5 minutes)
  - *Committee Chairperson*

Sampling of Standards Regarding Staff Wellness

Arizona Service Standards for Domestic Violence Service Providers

For Staff Well-Being

1. Providing domestic violence services can be difficult and potentially traumatizing for staff. Many people working in sectors addressing domestic violence experience burnout and/or secondary trauma at some point in their career. It is important for domestic violence programs to prioritize staff well-being to ensure the safety and quality of services and keep staff safe and healthy. Individualized self-care is important, but it cannot be maintained without appropriate organizational support.12

2. Domestic violence programs should provide trauma-informed supervision to all staff. Trauma-informed supervision recognizes the impact of trauma in the lives of staff as well as their performance in the workplace. Trauma-informed supervision can include, but is not limited to:

a. Providing regular supervision on cases and opportunities to debrief difficult cases;
b. Providing clear and accurate job descriptions, including roles and responsibilities;
c. Offering flexible workloads so that direct service staff can pause from providing direct services when experiencing when experiencing secondary trauma;
d. Holding regular team and staff meetings; and
e. Encouraging staff to take breaks and paid time off.

3. Domestic violence programs should have a policy detailing program capacity and individual staff caseload capacity so staff know when to refer survivors to other staff or domestic violence programs. Individual staff capacity may vary based on role, modality, and type of services provided.

4. Programs should provide staff professional development opportunities, including regular trainings, additional responsibilities as appropriate, and leadership opportunities.

5. Programs should offer fair and competitive salaries and benefits to all staff.

6. All program staff should be trained on self-care and all program leadership should be trained on trauma-informed supervision.

Australia Standards of Practice Manual for Services Against Sexual Violence

Valuing Staff

There is evidence that the organisation:

- has a comprehensive framework with multi-pronged strategies in place to monitor and manage vicarious trauma

- supports rituals in the workplace that help staff to maintain positive working relationships, for example, a weekly team lunch or in-house yoga class
- promotes staff engaging in acceptable self-care activities whilst at work

- has systems in place to support the physical and mental wellbeing of administrative, reception and intake workers
- routinely undertakes debriefing/defusing in the case of a critical incident

New Mexico Sexual Assault Service Providers Core Standards – Advocate Training

Training Requirements for Advocates and Staff
Centers must hold advocate meetings 10 times per year for team- building, training, and to continually assess advocates' skills.

Ohio Core Rape Crisis Standards

Program Checklist for Ethics and Accountability
The Program has a personnel policy manual that includes:

- Policies and procedures that recognize burn-out and the need for self-care for all staff

Program Checklist for Staff & Volunteer Training
Policies:

- The Program has a policy regarding self-care of staff members and volunteers who work directly with survivors and co-survivors (i.e. monitoring vicarious trauma, requesting time off, availability of employee assistance programs, etc.

Professional Standards Survey for Accredited Agencies

1. Which Professional Standard did you feel was the most challenging for your agency to meet? Would you recommend any changes to that Standard?

2. If you could change one element of the Professional Standards, what would it be?

3. Are there any documents required by the Professional Standards that you feel are unnecessary?

4. Looking at the training requirements on pages 15-17 of the Professional Standards Manual, is there anything you would add or remove?

5. Is there anything that should be added to the Standards to ensure that agencies are meeting the highest standard of care for survivors?

Professional Standards Survey for Nonaccredited Agencies

1. What do you feel are the obstacles, if any, to meeting the Professional Standards?

2. Are there any Standards that you feel it would be impossible for your agency to meet?

3. If you could change one element of the Professional Standards, what would it be?

4. Are there any documents required by the Professional Standards that you feel are unnecessary?

5. Looking at the training requirements on pages 15-17 of the Professional Standards Manual, is there anything you would add or remove?

6. Is there anything that should be added to the Standards to ensure that agencies are meeting the highest standard of care for survivors?