

## **MANAGER'S TRAINING**

### **I. INTRODUCTION**

ICASA's mission statement and organizational philosophy hinges on the belief that violence has its roots in the state of inequality generated by the cultural phenomenon of patriarchy and perpetuated by attitudes of sexism, racism, classism, heterosexism, and nationalism. As an organization that exists in such a society, we recognize that we are a part of it and consequently are dedicated to continual reassessment of our own attitudes and consciousness.

ICASA's survivor-centered code of ethics reiterates this mission and philosophy and further requires that staff/volunteers keep up-to-date in the field and seek continuing education, professional development and personal growth.

Managers and Governing Body delegates are in leadership positions with decision-making responsibilities that affect sexual assault service delivery. It is critical that they understand, model, and promote anti-oppressive behaviors and work to implement policies and procedures that promote social justice within their organizations and the community.

### **II. PURPOSE**

The purpose of this policy is to assist managers and Governing Body delegates in their efforts to seek continued knowledge on anti-oppression and social justice issues and to provide training, tools and techniques to support this on-going process.

### **III. TRAINING AND CONTINUING EDUCATION REQUIREMENTS**

#### **A. FIRST YEAR OF EMPLOYMENT OR TENURE AS GOVERNING BODY DELEGATE**

Managers at ICASA centers and each center's Governing Body delegate must attend four hours of training provided by ICASA on anti-oppression and social justice issues during their first

year of employment as manager/delegate. Training objectives will focus on anti-oppression issues and concerns, management strategies and communication techniques specific to managing centers. ICASA will offer trainings multiple times throughout the year. Attendance at the 40-hour crisis-intervention training does not meet this requirement.

Managers are defined as Executive Directors at single service centers and Sexual Assault Program Directors at multi-service centers. Governing Body delegate refers to the center's designated delegate for the fiscal year.

All ICASA Centers must meet this requirement in FY06. After FY06, policy applies to new managers and center Governing Body delegates only.

#### **B. ANNUAL CONTINUING EDUCATION**

After the first year of employment, managers and Governing Body delegates must attend three hours of annual continuing education on anti-oppression and social justice. Continuing education may be provided by the center, ICASA or another agency/organization. Training must specifically address anti-oppression and social justice issues.

#### **C. DOCUMENTATION**

All training and continuing education must be documented and maintained on file at the center.