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# brave movement

End Childhood Sexual Violence



## Membership Pledge and Agreement

### Member Pledge

[The Brave Movement](#)<sup>[1]</sup> is a powerful and inclusive global survivor-centred <sup>[2]</sup> movement fighting for the right of all children and adolescents to live in safety and with dignity, free from sexual violence. The Brave Movement demands bold and transformative action from leaders of governments and institutions to rapidly scale comprehensive programs of prevention, healing, and justice.

The Brave Movement forms a community with a culture that is grounded in healing and political action. As members of the Brave Movement, we commit to our shared core values and principles that challenge us and our organizations and support each other while acknowledging that all of us come from different places of knowing and transforming.

As a member of the Brave Movement I/ my organization will:

- Share the vision of a world free from all forms of childhood sexual violence;
- Commit to transparent, ambitious, and impactful contributions to ensure the right to prevention, healing, and justice for survivor communities;

- Commit to fostering safe spaces that are cemented by the values of human dignity, respect, anti-stigma and discrimination, diversity and inclusion, effectiveness, professionalism, curiosity, challenging assumptions, and a drive for making transformative change;
- Include, listen, and learn from survivor voices and representation in all forms of our policies, programming, and decision-making practices;
- Uphold survivor-centred approaches that put the rights of each survivor at the forefront of all actions and ensure that each survivor is treated with dignity and respect.[3]
- Commit to ensuring survivors have the support necessary to meaningfully lead and engage while also promoting and protecting their emotional and physical safety.
- Commit to sharing programmatic information with the Brave Movement in line with data protection laws, to improve evidence-informed programming and amplify our collective advocacy for a world free from all forms of childhood sexual violence;
- Undertake the gathering, production, storage, and use of data (including photos) in an ethical and secure manner adhering to data protection laws and/or standards and obtaining informed consent before the collection and use of any new data;
- Commit to transparency, accountability, due diligence, and good governance in our work to protect the safety and security of children and adolescents in all our communities;
- Commit to upholding the Brave Movement PSEAH policy[4] and Code of Conduct and ensure that safeguarding frameworks and infrastructure are in place for the organization and all that staff, volunteers, contractors, and advisors have access to it and understand the responsibilities and accountabilities it sets out.

## **Member Agreement**

The Brave Movement forms a community with a culture that is grounded in healing, safety, and political action. Organizations and individuals wishing to join the Brave

Movement as formal members must meet a simple set of criteria that includes adhering to the commitments laid out in the Brave Movement’s *Member Pledge*, *Code of Conduct*, and the Movement’s *Policy on the Prevention of Sexual Exploitation, Abuse and Harassment* (PSEAH).

### **1.0 Preamble**

The signatories of this agreement share the common passion, mission, and vision to end childhood sexual violence everywhere, for every child. The purpose of this agreement is to provide a clear and transparent understanding of the relationship, roles, and responsibilities of members of the Brave Movement.

The agreement is subject to review annually by the Brave Movement Action Team.

### **2.0 Definitions**

A “**Member**” refers to a non-governmental, non-profit civil society organization or an individual that has been approved by the Brave Movement Action Team, and that is in good standing, as outlined by this agreement.

The Brave Movement has two (2) categories of membership:

- **Member organization:** a non-governmental, non-profit civil society organization that works in close communication and collaboration with the Brave Movement on agreed initiatives and campaigns.
- **Individual member:** an individual who works in close communication and collaboration with the Brave Movement on agreed initiatives and campaigns.

**2.1** When two or more members decide to work together they can form a Brave Platform, i.e. a coalition of Brave Members and allies working at a national or regional level. Brave Platforms can be a mix of organizational and individual members and allies.

**Brave Platform(s):** are loosely formed groups or coalitions of people and non-governmental, non-profit civil society organizations who are members and allies of the Brave Movement and who have joined forces at a national or regional level to achieve a common objective. Brave Platforms are self-organized and guided by the shared purpose to advance Brave Movement objectives, advocacy efforts, and campaigns. Brave platforms aim to increase the impact of individual advocacy efforts as well as strengthen capacity within the group by building

on individual strengths, experience, and expertise. Platforms facilitate complementarity and avoid duplicated efforts across partners. They amplify voices, and advocacy messages, influence policy, and decision-making processes, and can support initiatives that may carry more risk if acting alone.

**2.2** Supporters of Brave who do not wish to commit to being members can become allies.

- **Brave allies:** are individuals and civil society organizations who/that demonstrate an active commitment to doing one's part to end sexual violence against children. Being an ally is more than showing sympathy toward people who have experienced sexual violence. Being an ally to the Brave Movement implies that you are willing to proactively engage in social action, which includes proactive advocacy and programming efforts with others in the pursuit of breaking the social, structural, and systemic barriers that continue to place children and young people at risk and that bar effective prevention, healing and justice. As a Brave ally, you are engaged in Brave Movement advocacy and campaigning without a formal role with Brave.

### **3.0 Membership Eligibility Criteria**

All applicants are expected to complete the appropriate forms and provide all required information in order for an application to be considered complete and ready for review.

Potential organizational members must demonstrate the following:

- Be a registered not-for-profit and/or charitable organization that is in good standing with the laws and requirements of the government under which it is registered;
- Be a survivor-focused<sup>[5]</sup> or a survivor-led small, medium, or large organization;
- Conduct programming, policy development, research, and/or advocacy work either at a local, national, or international level in the field of ending childhood sexual violence;
- Work according to the values and principles outlined in the Brave Movement Members Pledge;
- Disclose all perceived or otherwise conflict of interest to the Brave Movement Action Team;
- Adhere to Brave Movement's mission and vision; and works in line with all relevant Brave Movement policies, eg. Child Safeguarding Policy and Branding Guidelines.
- Pay annual fees in full, or as determined by the Brave Movement Action Team and Global Steering Group (GSG).

### **4.0 Member Application Process**

The Brave Movement Action Team is responsible for reviewing and approving member applications. Applicants shall submit an online application form including the required appendices. The Movement Action Team will review the application and reserves the right to perform due diligence to ensure the accuracy of any information provided. The Movement Action Team may also request further information or documentation from the applicant and may contact the references provided as part of the application process.

The Movement Action Team will aim to inform the applicant via email pending the timely receipt of references and required information. All members will be listed on the Brave Movement website (with consent), added to the Movement Action Team's internal database, and listed in the published Brave Movement annual reports, if applicable.

The Brave Movement Action Team reserves the right to refuse an application for membership. If the application is rejected, the Movement Action Team will provide clear justification in writing to the applicant.

Once an application is accepted, the new member will undergo an on-boarding process that will include: a review of the Membership Agreement, an introduction to Member policies and procedures, rights and responsibilities, as well as instruction on the use of the Brave Movement logo and other communication and branding assets, among other issues. Membership reviews are undertaken by the Brave Movement/Together for Girls on a bi-annual basis, or on an as-needed basis.

### **5.0 Membership Fees**

The Brave Movement prides itself on being inclusive. We recognize the diversity of organizations and individuals with powerful track records of campaigning to end child sexual violence. We know not everyone will have the same means to pay membership fees.

We, therefore, have different tiers of membership depending on your organization or individual budgets:

Organizations with USD +1 million in annual revenue	USD 550/year
Organizations under USD 1 million in annual revenue	USD 350/year
Organization under USD 100,000 in annual revenue	USD 100/year
Individuals	An annual donation is welcomed

*Membership fees are based on a sliding scale and will be used to support country/regional Brave platforms. Annual membership fees may be waived upon discussion with and decision by the Brave Movement Action Team.*

**If you have questions or concerns about the membership fees please contact [info@bravemovement.org](mailto:info@bravemovement.org) for more information.**

## **6.0 Member Benefits**

The Brave Movement convenes a multi-sectoral and collaborative coalition of global, regional, and country partners. Membership in the Brave Movement means being part of a global network to exchange knowledge and skills, support research, harness data, and the digital revolution, and amplify survivor and member voices in spaces of power, influence, and decision-making. All Brave members benefit. Membership provides:

- Strength in numbers as part of an important and growing network in the global response to childhood sexual violence;
- Opportunities to use the Brave Movement brand and brand assets;
- Inclusion in communications, knowledge sharing and exchange, and diverse advocacy opportunities;
- Partnership opportunities on projects and initiatives;
- Access to the expertise of other members and survivor leaders as well as opportunities for skills-building and capacity development;
- Opportunity to join Brave task forces, working groups, and/or committees;
- Opportunity to participate in Brave's strategic planning process.

## **7.0 Member Responsibilities**

Members will be expected to demonstrate:

- i) Adherence to Brave's member pledge, code of conduct, and PSEAH framework;
- ii) Commitment to collaborate and share information for the benefit of others in the Brave Movement;
- iii) Adherence to Brave Movement's Child Safeguarding Policy and Child Participation Guidelines
- iv) Observance of Brave Movement protocols on the use of the Brave image, identity, and brand assets;
- v) Adherence to Brave Movement protocols on the safety and security of data.

## **8.0 Organizational Member Participation**

Members shall appoint one (1) representative to act on their behalf and exercise their rights as members. Unless otherwise specified, in the case of organizational membership, the Executive Director or CEO of the member organization shall act as the representative. Written or electronic notification of any subsequent changes shall be provided in a timely manner to the Brave Movement Action Team.

Within the first six (6) months of membership, all members are required to attend one (1) online induction session that will include a review of this agreement and required Brave membership supporting documentation, communication<sup>[6]</sup> and branding-related processes and procedures, a review of key Brave work streams, areas and opportunities for member engagement, and processes and procedures for establishing national or regional Brave member platforms.

## **9.0 Brave Movement Brand Integrity and Brand Assets**

The Brave Movement may, at its option, terminate or suspend this Agreement immediately upon written notice to the member, if at any time prior or present to this Agreement there is perceived or actual conduct, behavior, public statement, and/or erroneous, defamatory, or deceptive communications, including but not limited to, social media, that place in breach of the commitments made under this Agreement and accompanying Brave Movement membership protocols, pledges, and codes of conduct, including but not limited to:

- the member commits any criminal offense or act of moral turpitude;
- the member commits or becomes involved in any situation or occurrence which brings the Brave Movement and its activities into public disrepute, scandal, contempt, controversy, or ridicule, or which shocks, insults or offends and negatively affects the Brave Movement's reputation, current and/or potential funding base, as well as Brave Movement products, activities and/or services;
- the member, in the absence of approval by the Brave Movement Action Team, uses the Brave Movement identity and brand to create unauthorized affiliate platforms, organizations, and/or a social media presence.

Any such acts described above or otherwise will be deemed a material breach of this Agreement in which the Brave Movement retains the right, in addition to its other legal and equitable remedies, to terminate this Agreement forthwith.

## **10.0 Privacy and Confidential Information**

Members of the Brave Movement are encouraged to undertake the gathering, production, storage, and use of data (including photos) in an ethical and secure manner adhering to data protection and privacy laws and/or standards and obtaining informed consent before the collection and use of any new data.

Each party under this agreement agrees to not disclose, divulge or use any confidential information with respect to the affairs of either party except as may be necessary or desirable to further the charitable purposes and interests of the Brave Movement, and/or in circumstances where disclosure is required in order to comply with any laws or regulations. This obligation shall survive the expiry or termination of this Agreement.

## **11.0 Data Protection**

Brave members agree to the Brave Movement holding and processing data related to your organization for legal, financial, communications, administrative, and management-related purposes. You hereby consent for the Brave Movement to make such information available to those who provide advice, consultancy, products or

services, and financial support to the Brave Movement. As necessary, the Brave Movement will seek your additional written consent before sharing contact details with any government departments or officials.

## 12.0 Termination of Membership

Membership with the Brave Movement may and shall be terminated if a member no longer fulfills the criteria for eligible membership (see Section 3.0, Section 7.0, and Section 9.0); is expelled in accordance with Section 13.0, Discipline of Members; or the member organization is liquidated or dissolved. A termination may be appealed to the Brave Movement Global Steering Group (GSG).

## 13.0 Discipline of Members

The Brave Movement GSG will hold the authority to expel or suspend membership, if:

- i) A member violates the written policies of the Brave Movement, including but not limited to the Pledge Form, Child Safeguarding Policy, PSEAH framework, and Code of Conduct;
- ii) A member's conduct is deemed detrimental to the operations and reputation of the Brave Movement;
- iii) Any other reason that the GSG views as reasonable, given the mission and vision of the Brave Movement;

Members will have the right to write an appeal to the Executive Director. The GSG will review the appeal and come to a decision. Decisions by the GSG will be considered final, with no further right to appeal.

## 14.0 Cessation of Membership

If a member wishes to withdraw its membership with the Brave Movement, it shall notify the Brave Movement Action Team in writing of its intent. Upon receipt, membership will cease and all related information about the member will be withdrawn from the Brave Movement's website and other public spaces.

## 15.0 Indemnity

Members shall defend (if requested by the Brave Movement and/or Together for Girls), indemnify and hold harmless the Brave Movement, its host organization Together for Girls (TFG), and Brave Members; the successors, assigns, licensees, and agents of each of the foregoing; and the directors, officers, employees, agents, and contractors of each of the foregoing (collectively, the "Brave Indemnified Parties"), from and against any and all claims, actions, demands, lawsuits, and proceedings asserted by any third party (each a "Claim") against any Brave Movement Indemnified Party, and all losses, liabilities, damages, penalties, and expenses (including reasonable outside legal fees) arising from or incurred by any Brave Movement Indemnified Party in connection with any such Claim, to the extent the Claim results from any actual or alleged breach by Contractor of any of Contractor's representations, warranties, or covenants in this Agreement or any other act or omission of the Contractor (including any Claim based on any allegation that any Work Product or any exercise of rights with respect to any Work Product violates or infringes upon any copyright, trademark, or other intellectual property, personal, proprietary, contractual, or other right of any third party; defames or violates any right of publicity or privacy of any third party; or violates any applicable law).

The Brave Movement Indemnified Parties will have the right to take control of the defense or settlement of any Claim if they elect to do so. Members shall not, without the Brave Movement Indemnified Parties' prior written consent (to be given or withheld in their sole discretion), enter into or acquiesce to any settlement (a) containing any admission of or stipulation to any guilt, fault, liability, or wrongdoing on the part of any Brave Indemnified Party or (b) that imposes any affirmative obligation on any Brave Movement Indemnified Party or (c) that restricts any Brave Movement Indemnified Party from using the Work Product(s) as permitted by this Agreement. This Section shall survive the termination of this Agreement.

## 16.0 Governing Law

This agreement shall be interpreted under and governed by the laws of the District of Columbia, United States of America.

<b>Brave Movement</b>	<b>Member: [name of organization/individual]</b>
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**Signing authority and position**

**Date:** \_\_\_\_\_

**Contact Information:**

**Signing authority (and position where applicable)**

**Date:** \_\_\_\_\_

**Contact Information:**

[1] Brave Movement is a project of Together for Girls, Inc., a public charity in the United States recognized by the Internal Revenue Service as described in section 501(c)(3) of the Internal Revenue Code. [2] Survivor-centered approaches and organizations put the rights of survivors at the forefront and ensure that each survivor is treated with dignity and respect [3] UNICEF. Caring for Survivors: A principled approach. Accessed at: <https://www.unicef.org/eca/media/15831/file/Module%202.pdf> [4] The prevention of sexual exploitation, abuse, and harassment [5] Survivor-centred approaches and organizations put the rights of each survivor at the forefront of all actions and ensure that each survivor is treated with dignity and respect. [6] This includes all forms of communication such as but not limited to, print media, television and social media, website, email signatures, and all publications where the Brave name and brand is referenced and/or used.

