

Mist



Rules and regulations

Written by the Roots group - We are together!

WHO ARE WE? WHAT IS MIST?

• **Our vision**

(why does MIST exist?)

Our dream is to become a solid community where we support one another without judgements, grow together, and fight against human trafficking for sexual exploitation.

• **Our values**

(What do we care about?)

Generosity: MIST is a place where you take and also give.

Freedom: We are here because we want to be here (without any kind of obligation).

Acceptance: Members accept and respect each other.

Solidarity: we support and assist each other, especially in time of difficulties.

Equality: we are all treated with dignity at the MIST.

. Our missions

(What do we aim to do?)

1. Help

To help the victims of human trafficking for sexual exploitation by advising, encouraging, mentoring and supporting them.

2. Acceptance and empowerment

To raise awareness among the community of victims, so that we begin to respect and accept who we are and what we are fighting for.

To empower one another so that we can all be more active in the fight against human trafficking for sexual exploitation.

To create a space where we can learn from one another and teach each other.

3. Knowledge

To give the possibility to the victims of human trafficking for sexual exploitation to share their experience, in order to prevent others from becoming victims.

To make the world understand that there are still a lot of people in bondage and that human trafficking for sexual exploitation needs to be abolished.

To convince communities around the world that the practice of human trafficking for sexual exploitation is inhuman and that traffickers are not helpers.

4. Community

To create a solid community for the victims of human trafficking for sexual exploitation.

To give an active role to all the members of the community in order to move the association forward.

WHO CAN JOIN MIST?

MIST members are people who have been victims of human trafficking for sexual exploitation, and who are willing to fight against it.

Those who want to join need to respect and follow the values of MIST, and to engage in activities.

Every current or former human trafficker cannot become a member.

If any member is accused of being a trafficker, there has to be a proper investigation. And if the accusation is confirmed by tangible proof, the member will be immediately expelled. And every administrative support from the association will be immediately dropped.

A close-up photograph of a woman from the chest down to the waist. She is wearing a black V-neck t-shirt with the word "Mist" printed in white, bold, sans-serif font on the left side of her chest. She has her arms crossed over her chest. She is also wearing a silver necklace with a circular pendant. The background is a plain, light-colored wall.

Mist

HOW CAN YOU JOIN MIST?

. **Becoming a member**

In order to join MIST, you need to:

- . Be a victim of human trafficking for sexual exploitation
- . Sign the MIST Rules and Regulations form
- . Participate in one or more activity of the support groups
- . Communicate with the rest of the community

Someone being assisted and followed up by another charity can be recommended to MIST and then become a member.

Whenever someone wants to become a member, if he/she fits the criteria, he/she can meet one of the staff, sign the Rules and Regulations form and immediately become a member.

I want to become a member of MIST!

First name:

Last name:

Date and signature:

. **Leaving MIST**

Leaving for personal reasons

People can leave MIST whenever they like for any kind of reason. The person can come back whenever he/she wants but on the condition that he/she signs the Rules and Regulations of MIST once again.

Being expelled

If a member disrespects the values of MIST or disclose personal information about another member, he/she can be expelled. Once someone is expelled, he/she cannot become a member anymore.

. Definition

Active members are the members who participate in activities of the working groups : community organizing, advocacy, relationships with the media, social work, coordination of support groups and partnerships building.

. Criteria to become an active member

In order to become an active member, you need to:

- . Be committed
- . Participate in working groups (community organizing, advocacy, relationships with the media, social work, coordination of support groups and partnerships building)
- . Sign the special Rules and Regulations form for active members
- . Be accepted by the members of “Roots”
- . Respect confidentiality guidelines

. Welcome process to become an active member

1. When someone wants to become an active member, he/she meets with one or several members of “Roots”. During that meeting, an conversation is carried out. Then the person is told what is expected from an active member. If the person agrees, she/he signs the specific Rules and Regulations form for active members and receives an active member card. She can join working groups.

2. This people bring the report to the rest of the ROOTS members groups and a vote is done, based on the criteria. A mentor is chosen for the person, to support and help her/him.

3. The person is added on the communication tools of the group.

4. A proper introduction of the new person is done to the other active members! (Online or through other means)

I want to become an active member of MIST!

First name:

Last name:

Date and signature:

. Leaving the active members community

Leaving for personal reasons

People can stop being an active member whenever they like for any kind of reason.

If someone expresses the wish to stop being an active member because he/she had a misunderstanding with another member, we call for a meeting to solve the problem and hopefully find a solution.

When people leave the active members group, we organize a send-off party.

Being expelled

If someone stops responding to the messages we send him/her (without letting the other members know why), stops being committed, stops participating in the working groups (for at least two months), disrespects the special Rules and Regulations or shares confidential information, then he/she can be expelled from the active members community.

Whenever it is needed, active members can discuss with one of the two Mist prefets about the fact that someone is not respecting his/her duties as an active member.

If the person has not given any news for two months, we first try to check if that person is ok and not in danger and then we let the person go if this is what he/she wants.

If the person still communicates with the group but is inactive or has broken a rule of the group, the rest of the members should have a meeting and vote for the person to be dropped from the active members community.



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Mission
d'intervention et de
sensibilisation contre la
traite des êtres humains

DUTIES AND RIGHTS OF THE MEMBERS

. **Duties**

General Trust agreement

This place is free from judgement

We respect each others and ourselves

We are committed, engaged to the group

We listen to each others

We do not oppress each other and we are polite

Everybody is equal

We encourage each other

To be present: no cellphone / no chitchat

We dare to take the space and we step back if we take too much space

If we have something to say to the group, we say it

Engagement, participation, accountability

All members of MIST have:

1. To be there, to be active and engaged: when we organize a meeting or an activity we expect our members to be present except for an emergency and they have to inform those in charge. We also expect them to contribute with ideas and opinions. We learn and benefit from the group as much as we give to others.
2. To be attentive to the ideas of the group: all ideas and suggestions are well received and examined. Everyone participate in making sure that those ideas and suggestions are taken into account and executed.
3. To be focused on what is going on: during meetings, no one on the phone, gossiping, side-talking.
4. No separate meetings: If during a meeting someone disagrees, or wants to correct someone else, he/she should not hesitate to step forward. And if there is an issue to be addressed, it should be discussed publicly and settled immediately.

Confidentiality guidelines

In a matter of transparency, MIST members should have access to commons informations concerning the association (the general work and activities conducted, the victories, etc). Nevertheless, all members should not have access to private or critical information, in order to respect confidentiality.

Members: cannot have access to personal files.

Active members: cannot have access to personal files.

Staff: can have access to personal files, since they work with those people.

Board and office: cannot have access to personal files.

Direction: can have access to personal files.

People who have access to confidential information must sign a confidentiality agreement.

If a member learns personal information about another member, it is required to not share it, except in case that information is about something putting the association in potential danger. In that case, it should be reported to the director.

Benefits for members :

1. To participate in general assembly and in working groups
2. To be oriented in French classes
3. To be inform about MIST work and evolution
4. To become active member if wanted

. Active members

Duties of active members

Have to participate regularly in at least one activity.

Have to take initiatives in organizing meetings or activities.

Can be called at anytime if needed.

Have to acknowledge notifications for meetings or activities.

Have to justify their absence for a meeting or an activity.

Have time to organize events, parties or retreats for the group (at least once a year).

Have time to celebrate new members or victories.

Benefits for active members:

When working for MIST, active members have access to:

- 1.** Financial support for their lunch and transports during activity times, if they need.
- 2.** Professional follow-up with a psychologist (mandatory for the ones involved into direct assistance to other victims).
- 3.** Decisions making during general assemblies and working groups.
- 4.** Specific roles like spoke persons or prefets/déléguées
- 5.** Trainings
- 6.** Events, parties or retreats for the group
- 7.** Celebrations for new members or victories

WHO MAKE DECISIONS?



Members (gathered in a general assembly)

↓ elect

**Conseil d'administration (7 to 9 members,
including at least half of active members)**

↓ elects

Board (3 members)

- . the president
- . the secretary
- . the treasurer

↓ recruits

Director

↓ recruits

**Staff, including active members involved in
direct assistance to other victims
(peer to peer group)**

SPOKESPERSON OF MIST

A spokesperson is a person who represents the rest of the group in certain situations. It is her/his role. The person represents the identity of the MIST, the values, and defends the interests of the MIST (with media, with partners, during events...). The person speaks on the behalf of the association and represents its members.

The spokesperson is not the president of the association.

What are the criteria?

- . This role is played by two persons
- . At least one of them can speak French
- . They are active members
- . They are willing to do it
- . They are available to do it
- . They agree with the fact that their identity and face would be seen/known in the public space and they decide the limits of this public sharing
- . Since this role is based on willingness, we apply the «people before program» principle

How do we choose the spokespersons?

At each general assembly (every 6 months), a vote is organized and the two persons are elected.

How long does it last?

The mandate lasts six months and can be renewed.

A person can resign from its role. To do that, the person should take the time to discuss it with a person from the Roots group, who will try to find another solution. If no solution is found, then another person is chosen.

Process

- . The person should be inform in advance so that she can organize
- . Financial support for their lunch and transports is provided by MIST during activity times, if needed
- . The person should access training, preparation and support

A **prefet/déléguée** is someone who defends the interests of all members within the association (requests, issues, proposals toward the direction).

What are the criteria?

- . This role is played by two persons
- . At least one of them can speak French
- . They are active members
- . They are willing to do it

Roles

- . To listen to the members
- . To bring up subject to the rest of the group (to the direction or the members during proper meetings)
- . Help the person to solve issues when possible

Process

The person are chosen by the active members and presented at the general assembly.

The mandate is for six months and is renewable.

A person can resign from its role. To do that, the person take the time to discuss it with a person from the Roots group, who will try to find another solution. If no solution is found, then another person is chosen.



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Justice for us
IN MEMORY OF
MISSING AND DEAD

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HOW DO YOU JOIN AN ACTIVITY?

There are two types of activities

Activities opened to **all the members**:

- . Talking groups (the Mist talking group program is regularly made available to members)

In order to join an activity for members, you get information from an active member (staff or volunteer). There is no obligation. Motivation is required.

Activities opened to **all the active members**:

- . Associative life and ethics committee (Roots group)
- . Social work, direct assistance to other victims and animation of talking groups (Peer to peer group)
- . Relationships with partners and advocacy
- . Trainings, coaching and follow-up

In order to join an active member activity, you have to be trained, motivated, available, have the necessary skills and you have to apply to be part of one of the association's working groups.

Follow us on social media!

Instagram

@associationmist

YouTube

Association Mist

Web site

www.mist-association.org

Tik Tok

@associationmist

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