Trauma-Informed Practice does not require the disclosure of trauma

1. We may not know if someone has experienced trauma, but we do not need to know this to work from a trauma-informed approach.
2. We do know that there is a high likelihood that people we support have experienced trauma, and continue to experience an array of impacts from trauma experiences.
3. Trauma-informed practices create safely for everyone. We can effectively support trauma survivors, and no harm will come to those who have *not* experienced trauma.

Safety first, always

1. Attending to physical and psychological (emotional/spiritual/cultural) safety is our first priority.
2. We proactively promote safety by being trustworthy in our approach - being open, transparent and honest about our roles, our services, and confidentiality policies.
3. Through grounding and mindfulness, we attend to emotional dysregulation\(^1\) to support psychological and emotional safety.
4. We maintain healthy, supportive boundaries appropriate to our professional role.
5. We never push for the disclosure of trauma.

We work with participants collaboratively, fostering empowerment

1. We recognize each person as the expert in their own lives, allowing them choice and control to decide what services and approaches are best for them.
2. We encourage participants’ involvement in the development and implementation of programs and services.
3. We use “power with” strategies, rather than “power over” approaches.

Using strengths-based approaches we develop skills and growth

1. We offer to teach self-regulation and self-care skills to foster growth and healing.
2. We focus on a client’s strengths and skills to address the concerns they bring forward.
3. We reframe “problematic behaviours” as expressions of unmet needs and possible trauma-responses.
4. We maintain the belief that every person has the ability to reach their health and wellness goals. Our work together is to figure out the path to achieve these in a way that aligns with the persons own desires, priorities and strengths.

We care for ourselves, in order to care for others

1. We prioritize and maintain caring for ourselves, to bring our best selves to our work.
2. We recognize our own signs of fatigue, burn-out and vicarious trauma, and have identified strategies to address these.
3. We maintain regular supervision to navigate the difficulties we encounter in our work.
4. We collaborate with our colleagues to share our skills and resources.

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\(^1\) Experiencing emotional responses that are outside a normally accepted range of emotions, such as angry outbursts.