

Network Expectations

(Culture + Reciprocity | Pre-Read)

Purpose

The Human Trafficking Prevention Network of British Columbia (HTPNBC) brings together service providers, survivor-led organizations, law enforcement, government, funders, and private-sector partners to prevent human trafficking and strengthen coordinated responses across British Columbia.

Because of the nature of this work, how we work together matters.

Showing up is not enough. Participation is a privilege and requires care, contribution, and accountability.

What You Can Expect From the Network

As a Network participant, you can expect HTPNBC to:

- Prioritize survivor safety, dignity, and autonomy in all Network spaces.
- Take a principled and fair approach, applying expectations consistently across sectors.
- Set and uphold clear boundaries around behaviour and participation.
- [Respond to concerns](#) seriously and with care, without rushing to judgment or avoiding difficult decisions.
- [Protect confidentiality](#) to the fullest extent possible.
- Be transparent about scope and limitations, including that the Network is not an investigative body.
- Make proportionate, values-based decisions guided by duty of care.
- Prioritize safety over reputation, and clarity over comfort.

Fairness requires action.

It means integrity, consistency, and care.

What the Network Expects From Participants

Participation in HTPNBC carries responsibility. All participants are expected to engage in survivor-centric, non-exploitative, and collaborative ways, aligned with the Network's values and Code of Conduct.

1. Survivor-Centric Practice

Participants are expected to:

- Believe survivors.
- Centre safety, dignity, and choice.
- Respect that survivors may choose different levels of participation or disclosure.
- Avoid urgency, pressure, or expectations of emotional labour.
- Understand that survivors do not owe education, disclosure, or engagement.

Survivor-centred does not mean survivor-dependent.

Responsibility for safety does not rest with survivors.

2. Non-Exploitative Behaviour

Participants are expected to:

- Avoid using survivors, lived experience, or Network affiliation for credibility, funding, or visibility.
- Use power, access, and influence responsibly.
- Avoid hoarding information, relationships, or opportunities.
- Address concerns rather than looking away.

Impact matters more than intent

3. Active Collaboration and Reciprocity

HTPNBC is a collaborative network, not a passive forum.

Participants are expected to:

- Share what they are working on and learning.
- Share resources, tools, and referrals when appropriate.
- Coordinate rather than duplicate efforts.

- Contribute to collective goals, not only organizational agendas.

Presence without contribution is not partnership.

4. Action-Oriented Accountability

Participants, particularly private-sector and corporate partners, are expected to move beyond awareness and dialogue toward action.

This includes:

- Developing specific, measurable action plans to address human trafficking risks within their organization, operations, and supply chains.
- Identifying concrete steps, timelines, and areas of responsibility appropriate to their role and sector.
- Reporting annually on progress, learning, and challenges, as part of the Network's accountability and learning process.

Action plans are not expected to be perfect or exhaustive. They are expected to be real, intentional, and accountable.

Awareness without action does not reduce harm.

5. Shared Accountability

Participants are expected to:

- Speak up when concerns arise (“see something, say something”).
- Not look away when behaviour causes concern.
- Receive feedback without defensiveness.
- Engage in learning and repair when harm occurs.

These expectations are reinforced through the Network's Code of Conduct.

A Note on Confidentiality

HTPNBC values trust and care. Participants are expected to respect confidentiality and privacy in Network spaces. Confidentiality expectations and consequences are outlined in the Code of Conduct.

A Shared Commitment

HTPNBC exists to strengthen prevention and coordination across British Columbia.

We commit to:

- Collaboration over competition
- Care without naïveté
- Fairness without avoidance
- Accountability without spectacle