

MANIFESTO

Violence against women is the most pervasive yet least recognized human rights abuse in the world. For over three decades, women's advocacy groups around the world have been working to draw attention to the physical, psychological, and sexual abuse of women and to stress the need for action. We have provided abused women with support and protection, lobbied for legal reforms, and challenged the pervasive culture of violence.

Peace Over Violence has a grassroots origin revolving around volunteer contributions. We are present in the streets, schools, hospitals and courts; acting up, advocating against and healing violence. Our call to action over the last four decades for a world free of violence has garnered widespread respect, support and dedicated allies among police, prosecutors, politicians, healthcare providers, individual supporters, celebrities and a growing list of sponsors from corporations and foundations.

We understand violence in relationships, families and communities is a root cause for violence in society. To address the problem at its core is to change how this problem manifests and magnifies itself in society at large. Changing an individual point of view toward sexual, domestic, and interpersonal violence will—one on one, one by one—cause social change, a transformation of society, a world without violence.

Our vision is a world without violence. Where no child is abused, no wife battered, no friend raped. A world without terror, without threats, without wounds from intentional actions. Where the strong provide for the vulnerable, where the vulnerable become empowered, where every kind of family is safe and secure, and girls and boys and women and men have a fair and equal chance at the pursuit of happiness in a tolerant and talented society.

The agency's approach toward realizing this vision is to run crisis intervention, violence prevention and education programs tailored toward women, youth and children, and by natural extension, men. We listen, counsel, support, guide and work to heal survivors of violence. We teach teens about healthy relationships, train girls in self-defense, advise politicians on public policy. We organize, we advocate. Not only do we believe, we know that violence is preventable. We stand at the center of a social movement that is advancing individuals, groups and society to stand over violence.

STATEMENT OF VALUES & PHILOSOPHY

Peace Over Violence is a non-profit, feminist, multi-cultural, volunteer organization dedicated to building healthy relationships, families and communities free from sexual, domestic and interpersonal violence.

This violence takes many forms and exists on many levels of society, and we have adopted several approaches in our effort to effect social change: through education, prevention and intervention. We seek to empower women and youth. We believe that self-defense is the most effective mode of self-protection, that peer counseling is the most effective mode of intervention and that education is vital to prevention of abusive relationships. We provide services that inform the community about the problem of violence, teaches women, youth and children to defend themselves against it, offer intervention and support for its survivor and promote social change through activism and policy work.

We are a feminist organization. We work to improve the quality of life for all people in a patriarchal society that ranks the concern of women and children as a low priority. We believe that everyone should be free from the oppression of sexual and domestic violence. By improving the lives of women and girls we hope to improve the lives of men and boys.

In our practices, we are sensitive to the historical and sociological status of women in our culture. We believe in the importance of empowering women, youth and children with the greatest range of options and with making their own choices about social, reproductive, or other issues. We value and respect the voice and experience of every member of the Peace Over Violence community and are attentive to the feelings of our constituents.

We believe that violence is preventable. We recognize that ending violence against women, youth and children will require energy, support, and commitment from multiple groups in our society. We are part of a large network of people active against violence and thus our work cannot be separate from the awareness and repudiation of sexism, racism, ageism, homophobia, discrimination against people with disabilities and other forms of oppression.

The work we do is difficult and challenging. It requires a strong commitment to the community, much perseverance and faith that one day we will celebrate the fact that our services are no longer necessary. Until that day, we will work together to maintain our vigor, flexibility and responsiveness to the need of the women, youth and children in our society.

VIOLENCE PREVENTION SPECIALIST TRAINING APPLICATION

Violence Prevention Specialist

JOB SUMMARY

Peace Over Violence encourages committed individuals to become Violence Prevention Specialists (VPS), working as our ambassadors in the community in preventing interpersonal violence through education to the public. Our VPS volunteers present to schools and community groups on the issues of sexual assault, sexual harassment, and relationship violence. We are looking to engage identifying men, women, and non-binary individuals in this very important work.

REQUIREMENTS

- Be at least 18 years old
- Completion of the 45hr training which includes reading of all training materials with the goal of presenting violence prevention information to various community groups.
- Attendance at all training sessions is mandatory (participants may only miss one session)
- Agreement with Peace Over Violence's Statement of Goals and Philosophy and to that end, recognize that upon satisfactory completion of the training, and during any VPS activity, you are a representative of POV.
- Volunteer must have reliable transportation and pass a background check.
- Compliance with paperwork requirements (sign-in sheets, etc.)
- Commitment to being able to deliver presentations for a one year period of time, beginning after the last training session. During this commitment, volunteer will dedicate 100 hours to Peace Over Violence. Daytime, weekday availability is preferred.
- Upon completing this training, volunteers will meet for a MANDATORY monthly in-service on the 1st Tuesday of each month: 6:30pm-7:30pm
- Upon satisfactory completion of this training and a one-year commitment, either in presentations or program support, participants will be certified by Peace Over Violence as a Violence Prevention Specialist.

QUALIFICATIONS

No previous experience needed

- Willingness
- Must successfully complete Peace Over Violence's VPS 45 hour training.
- Must be willing to work with a diverse community.
- Must participate and pass all practice role plays before the end of the training.
- No experience required however must be able provide presentations in the community to groups of people upon completion of VPS training.

Continued Commitment

- Volunteers are expected to volunteer each month through presentations, community events, resource fairs, administrative work and/or data entry in order to complete their 100-hour commitment to Peace Over Violence

DUTIES

- Provide a minimum of 1-2 presentations per month to community groups, middle schools, high schools, colleges, professionals, and parents on the issues of sexual assault, sexual harassment, and relationship violence.
- Provide concrete tools for reducing the incidence of interpersonal violence and replacing it with healthy, productive relationships.
- VPS volunteers may table at community events, resources fairs to distribute POV materials and inform the community of POV services and programs.
- Provide crisis intervention services at sites as needed.
- Submit all paperwork on a monthly basis for data entry to RPE Coordinator including: original sign in sheets (should be submitted within one week of event or presentation) and volunteer monthly time-sheets
- Complete data excel sheet following presentations and events and email to RPE Coordinator
- Maintain regular communication with Staff/Program Coordinator with reference to program needs, problems, service difficulties with other agencies, and updated volunteer information (phone number, address, etc.).
- Assist in the implementation of special events (in-services, booths, fundraisers, etc.)
- Attend monthly in-service meetings throughout the year. In-Service meetings are mandatory in order to maintain your status as a Violence Prevention Specialist volunteer.
- Provide community education to general public, youth, adults, businesses, faith based, social service organizations, and community partners.
- VPS volunteers may also provide crisis triage to community members who have experienced trauma.

Other duties may be assigned.

Commitment to Diversity

- POV does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, veteran status, martial status or bases on an individual's status in any group of class protected by applicable federal, state or local law. POV encourages volunteer applicants from minorities, women, disabled, protected veterans and all others are encourage to apply to POV volunteer programs.
- The community we serve is extraordinarily diverse, and volunteers should be comfortable providing services to various populations, including: LGBT, individuals with disabilities, immigrant and/or undocumented individuals, and people from various ethnic, religious, and socio-economic backgrounds.
- Due to our large monolingual Spanish-speaking population, bilingual candidates are strongly encouraged to apply.



VIOLENCE PREVENTION SPECIALIST TRAINING APPLICATION

Violence Prevention Specialist

I am applying for:

- Winter Training Summer Training Fall Training Bilingual Training

Name _____ Date _____
Home address _____ City _____ Zip _____
Email _____ Home Phone _____ Mobile Phone _____ Work Phone _____
Date of birth _____ Primary Language (English, Spanish, ASL, etc) _____

Gender Male Female Non binary Other _____
Pronouns (if comfortable sharing): _____

Preferred method of communication:
 Email Cell Home Work

Do you have a valid driver's license?
 Yes No Driver's license number _____
If no, do you have a California ID? CA ID Number _____

Do you have valid car insurance? _____

BACKGROUND

Are you currently volunteering for another Non Profit, For Profit, or Government organization?
 Yes No Can we contact your supervisor? Yes No
Name of agency _____ Length of service _____ Supervisor's name _____
Reason for leaving _____

Title and Volunteer duties: _____

Have you been convicted of a criminal offense?
 Yes No
If yes, state the nature of the offense(s), when and where convicted, and disposition of the offense. _____

I give Peace Over Violence permission to run background check through the state of California and/or Department of Justice.
 Yes No

ENROLLMENT STATUS

Are you currently enrolled in school?
 Yes No
Name of school _____ Program/Major _____ Expected Graduation Year _____

EMPLOYMENT

Employer name _____ Position _____

Employer address _____

Supervisor _____ Can we contact your supervisor?
 Yes No

Other work experience relevant to program: _____

Describe any special talents, hobbies or interests: _____

REFERENCES

Provide three (3) references in southern California.

Name _____ Phone _____

Name _____ Phone _____

Name _____ Phone _____

1. Why do you want to volunteer for Peace Over Violence as a Violence Prevention Specialist? _____

2. What skills and experience will you bring to the programs? _____

3. What would you like to gain from the experience? _____

3. Is there anything else you'd like us to know? _____

5. Can you commit to two (2) training sessions per week on Wednesday (6:30pm-9:30pm) and Saturday (9:00am-5:00pm) for the duration of training? (Required)

Yes No

6. After training, can you commit to 100 hours (approx. 8 hours a month) of volunteer work for Peace Over Violence? See information in this packet for specific details about the commitment.

Yes No

7. Do you speak a language other than English that you feel comfortable counseling in? Which language? _____
i.e. English, Spanish, ASL, etc.

8. How and where did you learn about Peace Over Violence?.....

9. Optional – check all of the following that apply. I am:

- African-American/ Black
- Latino/a/x
- Caucasian/White
- Mixeds
- Pacific Islander/ Native Hawaiian
- American Indian or Alaskan Native
- Asian
- Other Ethnicity

10. Near the end of training, you will be asked for a commitment to be available for future classroom and community presentations. What times might you be available? Check as many as are appropriate. Shifts are **not** guaranteed to be available. Weekend availability preferred.

VPS	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
7:00am-12:00pm							
12:00pm-5:00pm							
5:00pm-10:00pm							

Please make a copy of your completed application for your files. **Send completed application to advocates@peaceoverviolence.org**

OFFICE USE:

