



Self Advocates in Leadership

SAIL Update

December 2023

SAIL members,

At the November meeting we voted on to have an accommodation request added to the SAIL guidelines. This means if the two people having the disagreement does not feel comfortable talking to each other, they can request that the SAIL leadership team to be present during the conversation over zoom

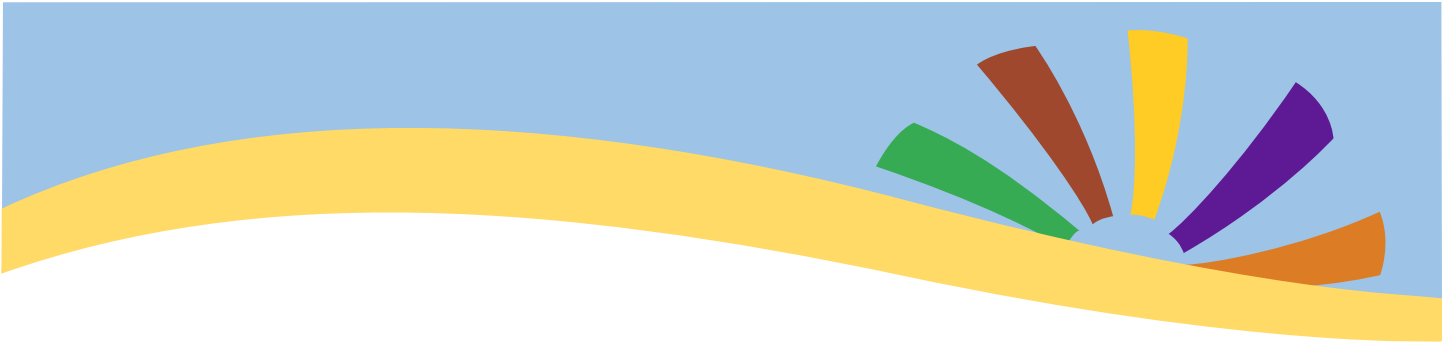
Please review the SAIL guidelines on page 2 of this document



Chair and co chair comments

Ken says Thank you for letting me serve these past two years, we did pretty well, when Anthony comes in I hope we will!

Anthony says Hope everyone enjoyed being apart of the interview process to hire a policy person for SAIL! Now, we need to get ready to finish finalizing our 2024 congressional agenda in December.



Community Guidelines Every SAIL MEMBER NEEDS TO DO AND REMEMBER THE FOLLOWING:

- 1. Respect each other.
- 2. Listen to each other.
- 3. Everyone has the right to communicate.
- 4. Everyone's opinions should be respected.
- 5. Limit interruptions.
- 6. Advocate freely.
- 7. Share value for the Civil Rights of People with IDD.
- 8. Limit side conversations.
- 9. Respectful discussion; no personal attacks.
- 10. Do not base decisions on personal interests. (Limit conflict of interest)

DISAGREEMENTS WILL BE HANDLED BY:

The SAIL leadership team will work together to handle disagreements privately not in public. If two SAIL members have a disagreement, members should try to handle disagreement cordially between themselves; if the conflict does not get resolved, seek the admin assistance; if the disagreement is still not resolved seek an outside mediator to handle the disagreement. If all other methods above have not worked SAIL membership would require offending persons to abstain from meetings for 3 months. If after the three months persons cause more conflicts, we require them to leave for one year. If the two people in conflict are not comfortable talking to each other, an accommodation can be requested to have the SAIL leadership team present on zoom during the conversation.

WHAT HAPPENS IF EXPECTATIONS ARE NOT MET? SAIL members should hold each other accountable and communicate in private. Other measures may be taken in certain circumstances such as possible abstention, suspension from events and meetings, and possible removal from SAIL membership until conflict is resolved.

SEXUAL HARASSMENT, BULLYING, OR INTIMIDATION WILL NOT BE TOLLORATED AT ALL WITHIN SAIL. THIS INCLUDES BEHAVIOR THAT OCCURS DURING IN PERSON INTERACTIONS, ONLINE, TEXTING, PHONE, VIA SOCIAL MEDIA, OR DURING VIRTUAL MEETINGS. IF ANY OF THESE EVENTS OCCUR THE SAIL MEMBER(S) WILL BE IMEDIATELY SUSPENDED FROM ALL SAIL ACTIVITIES PENDING AN INVESTIGATION BEFORE BEING ABLE TO REJOIN SAIL.

