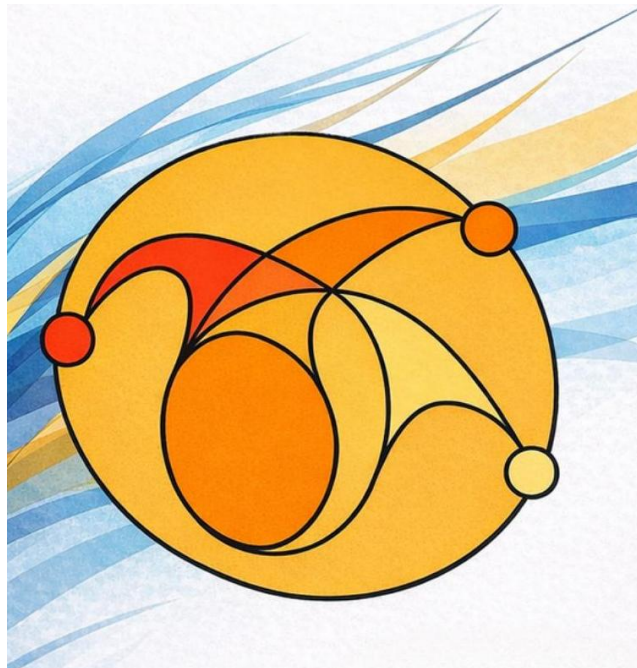


THE
PROVOCATIVE CHANGE
WORKS
POLITICAL NEUTRALITY POLICY





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Policy on Political Neutrality

THE ASSOCIATION FOR PCW PRACTITIONERS

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Introduction

The Association for PCW Practitioners upholds the highest professional integrity and ethical conduct standards. In alignment with these principles, the Association maintains a position of political neutrality. This policy articulates the Association's stance on political affiliations and expressions, outlining the expectations and guidelines for its members.

Definitions

Political Expression: Any communication, action, or behaviour that promotes, criticises, or discusses political ideologies, parties, candidates, or policies.

Professional Context: Any situation where a member is acting in their capacity as a PCW practitioner or representing the Association.

Personal Context: Activities and expressions made outside of professional duties and not connected to PCW practice.

Scope

This policy applies to all forms of communication, including during PCW sessions, on professional websites, in marketing materials, and across digital and social media platforms.



Policy Statement

1. Apolitical Nature of the Association: The Association is apolitical and is neither affiliated with nor supports any political party, movement, or orientation. Its primary focus is the advancement of PCW practice and the professional development of its members, free from political influence or bias.

2. Freedom of Political Expression: Members are free to express their personal political views. However, they must ensure that such expressions are clearly personal and not associated with their role in the Association. Members should avoid making political statements in contexts that could be perceived as representing the Association, thereby maintaining its apolitical stance and protecting its reputation.

3. Public Presentation and Professional Conduct: While members are encouraged to remain apolitical in their public presentation of services, the decision to express political views publicly rests with each member. Members should be mindful of the potential impact such expressions may have on their professional relationships and the reputation of the Association. Any marketing or advertising of PCW services must not include political endorsements or advocacy, in alignment with the Advertising Standards Policy.

4. Disclaimer of Endorsement: Any political expressions made by members are solely their own and do not reflect the positions or stances of the Association. The Association disclaims any endorsement or support of individual members' political views.

Social Media and Online Presence

Personal Social Media Accounts: Members may use their personal social media accounts to express political views. However, if the profile is also used for promotion of PCW activities, they must ensure that political expressions are clearly personal and unrelated to their professional role or the Association. To achieve this, members should include a disclaimer such as: "The views expressed are my own and do not represent the Association for PCW Practitioners."



Professional Social Media Accounts: Professional accounts and platforms associated with PCW practice must remain strictly apolitical. Political discussions or statements must not appear on these accounts.

Use of Association Branding: The Association's branding, including logos and official materials, must not be used in any political context. Exceptions will only be made with explicit written authorisation from the Association.

Official Association Accounts: The official social media accounts of the Association must maintain neutrality and avoid endorsing or opposing any political entities, ideologies, or viewpoints. Posts should exclusively support the advancement of PCW practice, member development, and inclusivity.

Maintaining Professionalism Online: Members should carefully consider how their online political expressions might affect both their professional reputation and the credibility of the Association. Discretion is advised to ensure that their online presence aligns with the values of neutrality and professionalism upheld by the Association.

Client Interaction Guidelines

During PCW sessions, practitioners must maintain strict neutrality on political matters to uphold professional boundaries and ensure the focus remains on the client's well-being.

If political topics arise unexpectedly during sessions, practitioners must redirect the conversation toward the work in a manner that preserves rapport and professionalism.

If political discussions significantly impact the changework process or threaten the focus of the session, practitioners must document these interactions appropriately.



Practitioners should approach politically charged topics with sensitivity and respect for the client's diverse viewpoints. In cases where political discussions hinder the changework process or create a potential conflict of interest, practitioners should consider seeking supervision or guidance from a senior colleague or the Ethics Committee.

International Considerations

Members practising internationally must uphold political neutrality while demonstrating cultural sensitivity. This involves understanding and respecting diverse political contexts and adapting professional conduct accordingly.

Guidelines for International Practice:

- ☐ Be aware of political restrictions or sensitivities in the region where you practise. In countries with strict regulations on political expression, avoid discussing political topics in any professional setting.
- ☐ Tailor interactions to reflect an understanding of cultural norms and values. Recognise that political beliefs may vary significantly across cultures, and ensure your approach is respectful and inclusive.
- ☐ Do not make assumptions about a client's political beliefs based on their nationality or region.
- ☐ Familiarise yourself with and adhere to all local, national, and international regulations regarding political expression.

Compliance and Enforcement

Members are expected to adhere to this policy in conjunction with the Association's Code of Ethics and Professional Conduct. Concerns regarding a member's political expression in relation to this policy should be directed to the Association's Ethics Committee for review.

Upon receiving a report, the Ethics Committee will initiate a confidential investigation within 30 days. This may include interviews with involved parties and a review of relevant materials. Based on the investigation, the Ethics Committee may issue a formal warning,



suspension of membership, or expulsion from the Association. All decisions will be communicated in writing, and members have the right to appeal through the established appeals process.

Appeals Process

Members who wish to appeal a decision made by the Ethics Committee must submit a written request within 15 days of receiving the decision. Appeals should include a detailed explanation of the grounds for the appeal and be sent to the Association's designated appeals contact: associationforpcw@gmail.com. The Appeals Committee will review the case and communicate its final decision within 30 days.

Legal Compliance

This policy is designed to comply with applicable laws regarding freedom of expression and anti-discrimination. Members are encouraged to familiarise themselves with local, state, and national laws that may impact political expression within their professional practice.

Review and Amendments

This policy is subject to periodic review to ensure its relevance and effectiveness. The Association reserves the right to amend this policy as necessary to reflect changes in legal standards or organisational values.

Members should strive to separate personal political beliefs from their professional roles. Upholding a non-partisan stance in professional settings helps maintain trust and fosters an inclusive environment for all clients and colleagues.

Issued by the PCW Association Board