



MEMBER RIGHTS & RESPONSIBILITIES

WELCOME TO MINORITY VETERANS OF AMERICA!

All members, leaders, and participants of MVA events and programs have a series of rights & responsibilities that help us to create spaces where all can bring their full and authentic selves to MVA spaces.

MEMBER RIGHTS

ALL MEMBERS HAVE THE RIGHT TO:

- Be treated with respect and dignity by all members, leaders, and participants of MVA.
- Not be discriminated against based on race, color, ethnicity, religion, national origin, political affiliation, veteran status, gender identity, sexual orientation, age, ability, or socio-economic status.
- Not be harassed, verbally or physically, in any manner, by any MVA member, leader, or participant either in person or through online/digital mediums.
- Exist in MVA spaces (online or in person) free of sexual/romantic advances, harassment, or unwanted contact by any MVA member, leader, or participant.
- Participate in any affinity groups with which they identify, without challenge or qualification.
- Make your name/s and pronouns known and to be addressed accordingly.
- Submit a grievance against any member or leader of MVA for violation of these community guidelines, and for that grievance to be fully considered and addressed through an accountable and transparent process.
- Provide a defense if accused of violating these community guidelines, and for that defense to be fully considered and addressed through an accountable and transparent process.

MEMBER RESPONSIBILITIES

ALL MEMBERS HAVE THE RESPONSIBILITY TO:

- Treat all members, leaders, and participants of MVA with respect and recognition of their dignity.
- Not discriminate based on race, color, ethnicity, religion, national origin, political affiliation, veteran status, gender identity, sexual orientation, age, ability, or socio-economic status.
- Not verbally or physically harass, shame, or belittle any MVA member, leader, or participant either in person or through online/digital mediums.
- Not make sexual/romantic advances toward any MVA member or leader while in MVA spaces (online or in person).
- Not challenge or qualify the identities of other members.
- Address others appropriately by their name/s and pronouns.



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MEMBER DISCUSSIONS

WHEN ENGAGING IN DISCUSSION:

- Enter all conversation intentionally and in good faith.
- Expect and accept discomfort.
- Listen actively for understanding and ask honest questions.
- Assume positive intentions of the group and our members and center on MVA's mission, vision, and values as a point of reference.
- Acknowledge intent when addressing impact.
- Speak to share authentic ideas, thoughts, and experiences, not to dismiss, degrade, or compete with those of others.
- When offering a differing opinion, do so respectfully and only after allowing the other speaker to fully articulate their position and reasoning, affording their perspective the consideration we all deserve.

REPORTING VIOLATIONS & INCIDENTS



SUBMIT A GRIEVANCE

If you believe a member, leader, or participant of MVA has violated these Rights & Responsibilities, you can submit a grievance to MVA.

Grievances will be sent directly to the Executive Director and Chair of the Board of Directors. If your grievance or incident involves the Executive Director, please email report@minorityvets.org.

JOIN MVA

MEMBERSHIP IS
ALWAYS FREE

