



Domestic Violence Compliance Policy

Article I – Scope of Policy

This policy applies to: the Chief Executive Officer, members of the Board, staff and contractors, and volunteers.

Article II – Program Scope & Non-Clinical Services Policy

Section 1. Purpose

To clearly define the scope of NEXTSTEP: Unlocked Potential (the “Corporation”, “NEXTSTEP”) services and prevent the provision of unlicensed, clinical, or regulated services.

Section 2. Policy

NEXTSTEP provides non-clinical, non-therapeutic support services only. The organization does not offer counseling, coaching, mental health treatment, medical care, legal advice, crisis intervention, or safety planning.

Staff, volunteers, and Board members shall not represent NEXTSTEP as a provider of professional or licensed services. Survivors are encouraged and supported in accessing qualified external providers through referrals.

Article III – Survivor Safety & Confidentiality Policy

Section 1. Purpose

To protect the physical, digital, and emotional safety of survivors and their children.

Section 2. Policy

- Participation is voluntary and may be discontinued at any time without penalty;
- Survivors are not required to disclose details of abuse to receive services;
- Personal information is collected only when operationally necessary;
- Records are stored securely with restricted access;
- No information is shared without written consent, except when legally required.

NEXTSTEP does not communicate with alleged abusers under any circumstances.

Article IV – Mandatory Reporting & Duty to Warn Policy

Section 1. Purpose

To ensure legal compliance while maintaining survivor trust.

Section 2. Policy

NEXTSTEP staff are not mandatory reporters except where required by Texas law (e.g., suspected abuse or neglect of a minor, elder, or disabled person).

Article V – Policy Violations

Violations of this policy may result in:

- Disciplinary action (up to and including termination of and/or removal of employment, Board position, volunteer status, etc.);
 - Legal consequences if applicable laws are breached.
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Article VI – Policy Review

This policy shall be reviewed annually by the Board and updated as necessary to reflect:

- Changes in law;
 - Best practices in victim advocacy.
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This policy was reviewed and approved by the NEXTSTEP: Unlocked Potential Board of Directors.

Date Approved: 4 Apr 2026

