



## Sanctuary at PEP

Many of the young people PEP works with have experienced significant trauma or chronic stress – life events, for example, that could include abuse, neglect, loss of a loved one, having a debilitating illness, witnessing violence or bullying. **The Sanctuary Model** is an organizational mindset that helps us understand trauma and how it affects people. At its core, **Sanctuary** is about shifting the question from “What’s wrong with you?” to “What’s happened to you?”

### SANCTUARY

An organizational mindset that helps us understand trauma and how it affects people



is the way we organize our **treatment**



helps us provide **healing** to clients and those who care for them



creates a **safe and nonviolent environment** for clients and workers



is the way we organize and maintain corporate **culture**



guides **everybody** across the organization



was **developed** by Sandra Bloom, a nationally recognized psychiatrist

## Sanctuary at PEP

### THE FOUR PILLARS OF SANCTUARY



1

Shared Knowledge



2

Shared Values



3


Shared Language





4


Shared Practice


### EIGHT COMMITMENTS

 **Growth and Change**  
creating hope and goals  
for clients and ourselves


 **Nonviolence**  
being safe physically, emotionally,  
socially and morally

 **Emotional Intelligence**  
managing our feelings so we don't  
hurt ourselves or others

 **Social Learning**  
learning together, respecting and  
sharing ideas and the development  
of problem-solving skills

 **Open Communication**  
saying what you mean without  
being mean

 **Social Responsibility**  
working together so more c  
an be accomplished

 **Democracy**  
sharing in the decision making

 **Equity and Justice**  
committing to practices that  
are inclusive and just



The **EIGHT COMMITMENTS** are a set of values **Sanctuary** outlines as a way to lead individuals and organizations away from trauma-reactive behaviors.

### KEY ASPECTS OF RECOVERY



**Safety**

What are you most concerned about?



**Emotion**

How are your emotions driving your actions and reactions?



**Loss**

What have you lost or are you worried you will lose?



**Future**

What do we want this to look like?