



sex workers' rights advocacy network

Annex 1

Membership Application and Consent Form

The Sex Workers' Rights Advocacy Network in Central and Eastern Europe and Central Asia (SWAN) is a Foundation registered in Hungary. SWAN is not a donor and does not have funds to distribute to members.

The aims of SWAN are that:

- Sex work is depenalized and decriminalized
- Sex workers can live and work free from violence, stigma and discrimination
- Sex workers are empowered and actively engaged in issues that directly affect their lives and health

And members commit to:

- commit to actively involve sex workers in all levels of SWAN
- commit to actively engage sex workers to determine the approaches and ensure sex workers involvement in actions taken to protect their human rights
- recognise the rights of sex workers to take agency in their lives, health and decision making, including the right to associate and self-organise.
- oppose the criminalisation and other legal repression of sex work
- recognise sex work as work, which involves consenting female, male and transgender adults
- value mutual support and information sharing and respect our differences

Are you a new member?	Yes ☞	No ☞
Are you renewing your membership?	Yes ☞	No ☞
If you are renewing your membership, has any information about your organization changed in the past 2 years? If yes, please fill in the form.		

1. Your Organisation

1.1. [name of organisation] wishes to apply for membership of SWAN and agrees to be bound by the Rules of Organisation and Operation of the Foundation.

1.2. [name of organisation] endorses SWAN's aims and the NSWP Consensus Statement on Sex Work, Human Rights, and the Law and confirms its commitment to SWAN's values:

- Recognise the right of sex workers to take agency in their lives, health and decision-making
- Commit to actively involve sex workers in all levels of SWAN governance and to the protection of their human rights
- Recognise sex work as work, which is the sale of sexual services between consenting adult women, men and transgender people

1.3. Our organisation agrees:

- to be bound by the Rules of Organisation and Operation of SWAN
- to be bound by the SWAN Members Code of Conduct (Annex 1), and other rules and procedures for ethical conduct, confidentiality and transparency as set out in the SWAN Rules of Organisation and Operations.

1.4. Our organisation wishes to register as a member of the following CEECA region:

- | | | |
|---|---|---|
| <input type="checkbox"/> Central Asia ☞ | <input type="checkbox"/> Central CEECA ☞ | <input type="checkbox"/> Northern CEECA |
| <input type="checkbox"/> Russia ☞ | <input type="checkbox"/> Southern CEECA ☞ | |



1.5. Voting Rights

Organisations that are sex worker led or meaningfully engage sex workers can apply for full membership with voting rights; organisations that do not yet meaningfully engage sex workers can apply for associate membership; and individual sex workers can apply for individual membership without voting rights.

Full membership: sex worker-led organisations and civil society organisations who work directly with and for sex workers and who have policies and approaches that respect sex workers' rights; who commit to building the capacity of sex workers to form independent groups; who do not accept funding for activities that contradict SWAN values; and who meet all of SWAN's criteria for meaningful involvement of sex workers as follows:

- clear organizational policy on meaningful involvement of sex workers
- organizations should publicly campaign for sex workers' rights
- sex worker advisory group is involved in the development of strategic plans and the design, implementation, monitoring and evaluation of advocacy and programming
- recruitment policy that encourages sex workers to apply for staff positions
- outreach teams include sex workers
- provide a safe environment for sex workers; ensuring non-discrimination between sex workers and non sex workers within staff team and across the organization
- research should be participatory, involving sex workers in the design, implementation and analysis of data
- organisations should build capacity of sex workers through developing and providing training with and for sex workers, nominating sex workers to attend external conferences, trainings and workshops, and supporting sex workers to participate in exchange programmes with sex worker-led organisations
- nominate sex workers to represent the organisation at national and international policy programme forums
- provide technical assistance to sex workers who want to establish their own organizations

Sex worker-led organisations must meet the following criteria to qualify as sex worker led organisations within SWAN:

- Decision-making body: 51% or more of the decision-making body must be sex workers (former or current - with an aspiration to always include current sex workers). The President or Chairperson must be a sex worker.
- Spokespeople: 51% or more of the spokespeople must be sex workers.
- Staff: 33% or more of the staff are sex workers and have the same contracts and working conditions as other staff in the organisation - e.g. sex workers are not only employed as peer educators on minimal pay. The senior staff member must be a sex worker.

Note: For both safety and security SWAN does not publicly identify which members are sex worker- led on our website, and members can choose not to be listed on the public website.

Associate membership: civil society organisation who work directly with and for sex workers, but do not yet have transparent mechanism for meaningful involvement of sex workers in the organisation and who do not publicly advocate for the protection of sex workers' human rights and civil society organisations who do not directly work with and for sex workers but who share SWAN's values and publicly advocate for the protection of sex workers' human rights.



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Individual membership: individual sex workers who are committed to building the sex workers rights movement and want to establish a sex worker-led organisation.

We wish to apply for membership as:

- full member with voting rights**
- associate member without voting rights**
- individual member without voting rights**



2. Your Organisation's Details

Organisation: **[name of organisation]**
 Address: **[address]**
 City: **[city/town]**
 Postcode: **[postcode]**
 Country: **[country]**
 Telephone: **[telephone number]**
 Mobile: **[mobile number]**
 FaceBook: **[FaceBook name]**
 Twitter: **[Twitter name]**
 Website: **[website address]**
 Email: **[organisational email address]**

Preferred language for communication: **English** **Russian**

Are you officially registered in your country? **Yes**
No

Are you a member of the Global Network of Sex Work Projects (NSWP)?
Yes **No**

Are you a member of other regional networks? **Yes**
No

If yes, which regional networks

Main contact person - individual authorised to provide information and sign on behalf of the organisation/group and who will be added to the SWAN listserv.

Name: **[name]**
 Email: **[contact person email address]** this will be the email address that will be used in elections.
 Skype: **[Skype name]**
 Telephone: **[telephone number]**
 Mobile: **[mobile number]**

Second contact person - individual who will be contacted if the main contact does not respond and who will be added to the SWAN listserv.

Name: **[name]**
 Email: **[contact person email address]** this will be the email address that will be used in elections.
 Skype: **[Skype name]**
 Telephone: **[telephone number]**
 Mobile: **[mobile number]**

SWAN Listservs - all members are automatically added to the SWAN listserv, each member organisation is allocated up to four email addresses. At least 50% of the organisations contacts should be sex workers



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Third contact person - individual who will be added to the SWAN listserv. Name: [name]

Name: **[name]**

Email: **[contact person email address]** this will be the email address that will be used in elections.

Skype: **[Skype name]**

Telephone: **[telephone number]**

Mobile: **[mobile number]**

Fourth contact person - individual who will be added to the SWAN listserv.

Name: **[name]**

Email: **[contact person email address]** this will be the email address that will be used in elections.

Skype: **[Skype name]**

Telephone: **[telephone number]**

Mobile: **[mobile number]**

Members must notify the secretariat of any changes to the above contact details.

3. Members Profile for SWAN website

If your organization is accepted as a member of SWAN you can choose not to have your organizational profile on the SWAN website. When sharing information please keep in mind that information once on the Internet cannot be controlled, so do not include information that might harm your organization.

Our organization wishes our profile to be on the SWAN website: **Yes**

No

If no, please still complete your organization's profile for SWAN's records

Organization: **[name of organisation]**

City: **[city/town]**

Country: **[country]**

Website: **[website address]**

Email: **[organisational email address]**

Do you work with?

Female sex workers

Yes

No

Male sex workers

Yes

No

Transgender sex workers

Yes

No

Sex workers living with HIV

Yes

No

Sex workers who use drugs

Yes

No

Migrant sex workers

Yes

No

3.1. How are sex workers involved in your organisation? Please refer to the list of criteria for meaningful involvement in the Rules of Organization and Operation (Maximum 100 words)

3.2. Describe the two main challenges sex workers face in your city/country. (Maximum 100 words)

3.3. Describe your two main achievements in protecting sex workers' human rights in your city/country. (Maximum 100 words)



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3.4. How or where did you hear about SWAN?

3.5. Have you heard of or had any contact with another SWAN member? If so, which one?

SWAN Members Code of Conduct

All SWAN members, Management Committee members, Steering Committee members, consultants and staff are required to respect SWAN's code of conduct.

- Respect confidentiality of organizations and individuals within SWAN
- Obtain authorization for using resources and images produced by SWAN or SWAN members
- Respect diverse opinions
- Protect the reputation of SWAN¹
- Timely disclosure of any conflict of interest with SWAN or SWAN members
- Obtain authorization from SWAN Secretariat prior to accepting any invitations to represent SWAN and provide a report on the meeting/event that can be shared with SWAN members
- Notify SWAN Secretariat if resigning from SWAN
- Respect SWAN's operational guidelines
- Provide accurate expenses claims and trip reports when representing SWAN
- Do not cross post from SWAN listserv without authorization unless the information is already public
- Do not use offensive language in SWAN communications
- Do not display any violent or abusive behavior (public and private), towards SWAN member organizations, staff, consultants, Management and Steering committee members and participants in any SWAN activity. This includes physical, verbal and 'written' abuse, persistent messaging, the improper use of grievance procedures or other operational procedures or any other form of harassment.

Yours faithfully,

Signature: (authorised individual) Date: [dd-mm-yyyy]

¹ SWAN does not consider engaging in sex work, drug use or criminalized sexual and gender expression as bringing the organisation into disrepute, but individuals should be present and actively engaging in the events at which they are representing SWAN and respect any guidelines issued by the meeting organisers



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Name of authorised individual
On Behalf of
Email address:

[name of individual]
[name of organisation]
[organisation email address]

Organisations can scan or take a photo of the signed copies and send by email to communications@swannet.org

Or alternatively, organisations can post signed hard copies of this form by post to:
SZEJ Alapítvány
Budapest, 1111
Bertalan Lajos utca 22. Fsz. 6