



To: Non-profit Leaders
From: Democracy Security Project (DSP)
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Here are some steps to safeguard your team, reaffirm values, and strengthen your organization's safety practices in the face of growing political violence.

5 Things You Can Do Right Now

1. **Denounce Political Violence, Publicly and Internally**
 - Make a public statement condemning violence and standing firmly for democracy and nonviolence.
 - Send an internal message to staff, making clear your organization has zero tolerance for political violence.
2. **Support Staff Mental Health & Well-Being**
 - Acknowledge that these events are frightening and destabilizing.
 - Share support resources available to your team:
 - Your Employee Assistance Program (EAP), if applicable.
 - National Mental Health Hotline: **988** (free, 24/7, confidential).
3. **Review & Reinforce Event Safety Protocols**
 - Revisit your event plans: assess venues, crowd logistics, and protest risks.
 - Assign clear safety roles, establish check-in systems, and designate a decision-maker if a threat arises.
 - Communicate safety expectations to staff and volunteers.
 - Reach out to DSP if you want support for attending or planning events.
4. **Schedule a Safety Consultation**
 - DSP offers confidential consultations to help you assess vulnerabilities and implement immediate improvements.
 - Contact us at help@democracysecurityproject.org to set up a session.
5. **Wait For Facts**
 - In moments of crisis, mis- and disinformation spread quickly. Avoid jumping to conclusions, and do not amplify rumors or unverified claims.
 - Share information only from credible, trusted sources to help your community stay grounded in reality.