POLICY TITLE	Trauma Informed Care Policy	**DOCUMENT ID**	PROG-0225.01
OWNER	Senior Vice President of Emerging and Prevention Services	**CREATION**	9.2025
STANDARDS AND REGULATIONS	**COA:** (MHSU 1.04; 5.02; 5.04; 6.01) **Admin Code:** **Statute:**	**REVIEW DATE**	9.2027
RELATED OMC POLICIES / PROCEDURES	Trauma Informed Care Procedure	**LAST MODIFIED/ APPROVAL**	08.2025 – Chief Operating Officer
APPLICABLE TO	1 – All Staff	**EXPERT REVIEW**	

PURPOSE

One More Child recognizes the prevalence of trauma within the workforce and community served. Trauma can impact individuals, teams, and communities, influencing how people engage with work, services, and organizational culture. This policy establishes a framework for trauma informed implementation, ensuring that our policies, practices, and culture promote safety, trust, collaboration, and resilience.

DEFINITIONS

Term	Definition
Trauma	Individual trauma results from an event, series of events, or set of circumstances that is experienced by an individual, or physically or emotionally harmful or life threatening and that has lasting adverse effects on the individual's functioning and mental physical, social, emotional or spiritual well-being. (US Department of Health and Human Services-Substance, Abuse and Mental Health Administration, 2013).

POLICY

One More Child is committed to integrating trauma informed care as an organizational engagement framework across all levels of our organization. Integration will follow the Substance Abuse and Mental Health Administration's guidelines on trauma-informed care. This organizational and service model acknowledges perpetual change in operational, administrative, and cultural elements within the organization, service, and delivery systems.

A trauma informed approach is distinct from trauma-specific services or trauma systems. A trauma informed approach is inclusive of trauma-specific interventions, whether assessment, treatment or recovery supports, yet it also incorporates key trauma principles into the organizational culture.