

Applying a Policy, Systems, and Environmental (PSE) Approach to Healthy Relationships

What is a PSE Strategy?

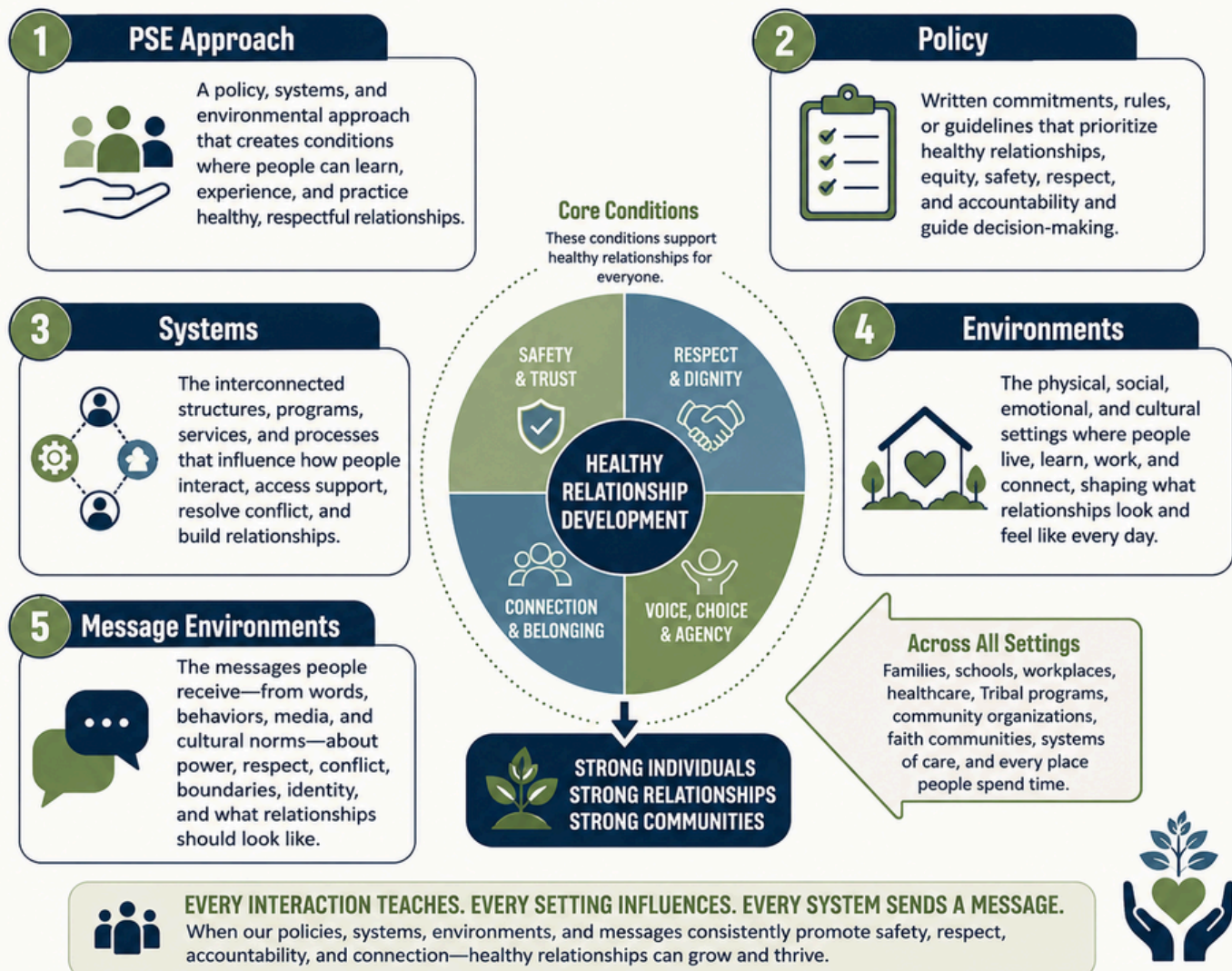
Policy, Systems, and Environmental (PSE) strategies focus on changing the conditions that shape people's experiences—not simply expecting individuals to change.

Rather than asking: “How do we help one person heal?”

We also ask: “How do we create families, workplaces, schools, organizations, and communities where healthy relationships are consistently modeled, supported, and expected?”

KEY CONCEPTS FOR PSE SYSTEMS AND SETTINGS

A PSE APPROACH TO HEALTHY RELATIONSHIP DEVELOPMENT



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Questions to Guide Your Work

As you think about your own organization, ask:

- What are people learning about relationships here?
- Do our policies increase dignity, voice, and choice?
- Do our systems make it easier or harder for people to access support?
- Does our environment communicate safety and belonging?

Family Examples

Policies (Family Agreements)

- Family values and expectations are discussed openly.
- Everyone has opportunities to participate in decisions that affect them.
- Boundaries and respect apply to adults and children.

Systems

- Weekly family meetings.
- Consistent routines.
- Repair conversations after conflict.
- Shared problem-solving instead of punishment alone.

Environment

- Home feels emotionally safe.
- Children know mistakes can be repaired.
- Feelings are welcomed rather than dismissed.
- Adults model healthy communication.

School Examples

Policies

- Trauma-informed discipline practices.
- Clear anti-bullying and harassment policies.
- Healthy relationship education incorporated into curriculum.

Systems

- Student support teams.
- Restorative practices.
- Regular staff training.
- Clear referral pathways for students needing support.

Environment

- Predictable classrooms.
- Safe adults available.
- Student voice is encouraged.
- Diversity and belonging are intentionally fostered.

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Workplace Examples

Policies

- Respectful workplace expectations.
- Psychological safety and anti-harassment policies.
- Flexible leave and wellness policies when possible.

Systems

- Supervisor training.
- Employee Assistance Program referrals.
- Regular wellness check-ins.
- Clear reporting processes.

Environment

- Respectful communication.
- Healthy boundaries modeled by leadership.
- Accountability without shame.
- Employees feel heard and valued.

Community Organizations, Faith Communities & Youth Programs Examples

Policies

- Codes of conduct centered on respect.
- Volunteer and leader expectations.
- Clear reporting procedures.

Systems

- Healthy relationship education.
- Parent workshops.
- Youth mentoring.
- Community partnerships.

Environment

- Everyone experiences belonging.
- Healthy conflict is modeled.
- Accountability is practiced.
- Relationships are prioritized over appearances.