

Group Agreements

- **Respect**: Respect is a fundamental quality and virtue to ensure that everyone here feels safe and comfortable to be themselves.
- **Voluntary participation**: We want you all to actively participate; but we will never call on you, individually. It's up to you what you want to share and not share.
- **Disagree respectfully**: It's totally OK if people have different ideas, it is just important that we disagree respectfully.
- **Respect differences**: We want to be mindful/respectful of everyone's differences including race, ethnicity, nationality, culture, disabilities, and spirituality/religion.
- **Confidentiality**: It is critical that you never tell anyone outside of this group information about other members.
- **Safe and private location**: It is important that you always are in a safe and private place when you participate in these sessions.
- **Appropriate sharing**: We will be asking you all to share a lot, but there are some things you should understand about what might happen afterwards if you share. If you told us that you or someone else was hurting a child or teen or a disabled/elderly adult, we would be required to report that to the authorities, such as the police or child protective services, to



make sure they are safe.

- **Speak loudly and clearly:** We want everyone to hear what you have to say so please be sure to speak loudly and clearly.
- **Cameras on:** It is important for us to be able to connect with one another and one way for us to do that is to have our cameras on.
- **Being safe:** Your safety and well-being is really important to us. If you need help connecting to resources, please let us know. We will help you.
- **No screenshots or recording:** Everyone needs to respect the privacy of each member of this shared space, so please don't take pictures, screenshots, or videos of any of our sessions!
- **Taking care of one's needs:** We are all diverse—and we all have different needs. Please do what you need to take care of yourself.