



## For Her Code of Conduct and Group Agreements

At For Her, our group programming is guided by shared values of authenticity, compassion, reconciliation, and empowerment. To help maintain a safe and inclusive environment for all participants, we ask every community member to honor the behavioral expectations and group agreements outlined below.

### Unacceptable Behaviors

All are welcome in this space, but we cannot create a welcoming space if we tolerate behavior that harms or threatens others. The following behaviors are not allowed under any circumstances. If someone engages in these actions, a facilitator may remove them from the group immediately.

- Verbally attacking others through insults, yelling, slurs, or threats.
- Physically attacking others in any way (e.g., hitting, kicking, shoving).
- Sexually harassment (e.g., non-consensual touching, excessive unsolicited flirting, or lewd comments).
- Secretly photographing, recording, or taking screenshots during group meetings.

If you ever feel judged, threatened, humiliated, unsafe, or uncomfortable due to another group member's behavior, please notify a facilitator or staff member immediately. Your concerns will be taken seriously and handled with care.

### Group Agreements

- We come as equals. No one is more important than anyone else. Every person's experience is different, valued, and welcome.
- We take turns speaking. Everyone has the opportunity to share if they choose. Participants are expected to make space for others, listen without interrupting, avoid speaking over others, and be mindful of how much time they take up in conversation.
- We approach each other with openness and curiosity. We ask questions with the intention to understand, and we disagree respectfully. We remember that we are all learning and growing.

- We refrain from advice-giving. The group is not a space for fixing others. Unless someone specifically asks for advice, group members are expected to focus on listening and offering emotional support.

### Violations

- First Violation: A staff member will address the issue privately with the community member. They will explore what happened, revisit the group agreements, and work together with the member on how to prevent future issues.
- Repeated Violations: If the behavior continues, the community member may be asked to sit out from group programming for one month. During this time, the community member is still welcome and encouraged to receive individual support through Forward and access counseling services as needed. After this period, staff will revisit readiness to return to group programming with the individual.
- Repeated or serious violations may result in a permanent ban.

Our goal is always to support growth, learning, and healing, both individually and as a community. Thank you for contributing to a space where everyone feels seen, heard, and safe.