



Participation Policy

This is how we roll.

We, the founders and support staff at You First, are invested in upholding and exemplifying the following tenets so that we can provide guidance and foster community in an atmosphere conducive to positive personal growth.

Your payment for and participation in this group program signifies both your **willingness** to embrace and maintain all four tenets of the You First Participation Policy and your **understanding** that transgressions will be taken seriously and will likely result in a termination of your membership.

1) We are committed to maintaining supportive, safe spaces.

You are encouraged to **support** your fellow members by holding space for them, celebrating them, and sharing resources and ideas with them.

That said, you are required to help your fellow members feel **safe** by refraining from offering any type of **unsolicited** advice, tips, feedback, or coaching (on any topic, personal or professional). When you have the desire to share something that you think will benefit a fellow member, first **ask** if they are **open** to receiving your suggestion before you offer it – let **them** determine when the timing might be right for an exchange with you, and be gracious if they decline. Trust that everyone is on their own journey in their own perfect timing and it is not your job to fix or save or coach them.

With this commitment, you are helping to create a space where everyone can feel comfortable and at ease.

2) We are committed to preserving confidentiality.

Our coaching sessions and community connection platform are most powerful when members can be open, specific, and candid about their circumstances and challenges. To that end, you agree to keep the information shared by fellow members within our sessions and on our platforms **confidential**.

With this commitment, you are helping to create an environment of mutual trust.

3) We are committed to communicating with emotional maturity.

We expect you to take responsibility for your own energy and emotional regulation while participating in our sessions and communicating on our platform – this applies to both written and verbal interactions, personal or professional.

Each of us has good days and bad days and you are always welcome to show up “as is.” That said, we ask that when you do show up, you contribute as much focus and presence as you can in order to create a positive learning environment for you and your fellow members. Collect your thoughts before you speak. Take a breath before you react. Reflect for a moment before you press send.

Rudeness, inflammatory comments, hate-speech, threats, and harassment will not be tolerated. Also, this is not an appropriate forum in which to share your views on politics, religion, or medical theories.

If you ever have problems, concerns, or suggestions – regarding fellow members, the coaches, the staff, or the program materials – bring those issues to our attention so we can consider whatever may need to be addressed or altered.

With this commitment, you are helping to cultivate clear, empathetic connections.

4) We commit to fostering intersectional social justice.

The spaces we invite you to create and occupy with us are inclusive across ethnicity, race, gender, sexual orientation, age, religion, physical appearance, physical abilities, and cognitive differences. We are antiracist and we stand with movements aimed at dismantling the white heteronormative ableist ageist colonial patriarchy.

We are committed to learning and unlearning, which means we are committed to owning and rectifying – to the best of our abilities – the mistakes and missteps we will inevitably make. These are the standards we hold you to as well.

With this commitment, you are helping to create a more inclusive, fair, and welcoming world.

The following people acknowledge and agree
to actively support all of the above:

Kristine Oller, the support staff at You First, and **you**.