

Facilitator Code of Conduct

About this document

This co-created guide provides a shared understanding of the safe and supportive environments we aim to create for all participants in the events, activities and gatherings that we present.

We welcome your feedback as we develop, learn and grow.

When facilitating events for The Psychedelic Society I agree to:

1. Before the event

- To plan events content within my **experience and expertise**, provide comprehensive **information on the content of my events**, including **accessibility** information in event copy.
- State if an event may include potentially **challenging invitations** or boundary-testing content such as;
 - ❖ Altered states of consciousness
 - ❖ Nudity
 - ❖ Strong expressions of emotion (e.g. anger release)
 - ❖ Physical touch
 - ❖ Emotional intimacy
- **Undertake a risk assessment** for each proposed activity. Is this definitely necessary? What other inclusive alternatives are there? Am I prepared for a worst-case scenario? Discuss and plan safety measures with another team member ahead of the event and keep a note of these.
- Clarify risks for anyone with **mental health conditions** and other access requirements clearly in the event copy.
- If my event isn't suitable for everyone (for example, if they are taking contra-indicated medications), include a **screening process** to assess their suitability. We recommend this is framed as 'application to participate' with facilitator discretion allowed for and named upfront.

2. During the event

- **To clarify the limits and scope of my role** at the beginning of the event. In this way, people will be aware of my capacities as a facilitator and determine whether or not they feel comfortable opening up and exploring things within the support that's available during the session.
- **To clarify boundaries and expectations** from participants at the start of the event by co-creating an event-specific Group Agreements as to how to interact with other participants to maintain a safe and respectful space. This may include a discussion on
 - ❖ Helping participants **identify their own comfort zones**, and how to discern when these are being stretched in a healthy way, and when any given individual they have gone beyond their appropriate edge.
 - ❖ How **private information** will be dealt with if shared in the group, guide collective consent in regards to what kind of information will not be shared outside the group.
 - ❖ **Respect confidential information** relating to participants gained in the course of any interaction or activity unless the wellbeing of an individual or a legal imperative (such as the immediate risk of physical harm to another person) requires disclosure.
- To create an '**opt-in**' environment - this means each activity is presented as an invitation, actively **avoiding having participants feel pressure to participate** from the facilitator or other participants, whilst aiming for a high level of inclusion.
- Clearly name the need for **verbal consent** at the outset of any activity involving **physical or emotional intimacy**.
- Model this by coaching and demonstrating the giving and receiving consent when I explain an activity.
- To not facilitate whilst **under the influence** of any substance which impairs my ability or medical fitness
- To avoid language, scenarios and examples that may be offensive to participants, particularly with respect to race, ethnicity, national origin, gender identity, sex, sexual orientation, age, marital status, political belief, religion, and mental or physical ability.
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- **To not record or photograph** participants without verbal or written consent
- To actively **promote a sober space** free from illegal substances and discourage the sale of illegal substances.
- **Seek support** from another team member if you feel challenged by the work you are presenting, the reactions of participants or the way they relate to each other.

3. Work responsibly with power dynamics

- I will abide by the co-created Group Agreement and not make exceptions for myself.
- I **won't touch or coach participants without their verbal consent.**
- To abide with GDPR requirements, I'll only use participant contact information for communications regarding the event they are booked for, and not make contact for personal or marketing purposes without express consent.
- As contractors of the organisation, I understand I'm subject to our internal workplace **Sexual Harassment Policy** and will read this in full
- The power dynamic between a facilitator and participant is extremely pronounced, which makes enthusiastic and mutual consent very difficult to ensure. I'll continuously hold this in mind as I navigate my role.
- With this in mind, I will not initiate or engage in any **physical or romantic intimacy** with workshop or retreat participants during a retreat or workshop, or for at least three months afterwards.

4. In the event of a complaint or perceived harm

- If an issue is raised during an event, I'll engage non-defensively, listen thoughtfully to what is being raised and what needs or requests are being made by the event participant.
- In the first instance, I will actively **seek to redress hurt** or discomfort named by any participant, whether caused by a facilitator or another participant.
- I understand my events is subject to our **Raising a Complaint, Concerns or Feedback about Events** and I'm willing to engage in discussion in regards to any procedure which is raised by one of their event participants.