

Code of Conduct for Exploring the Juggling Act



Exploring the Juggling Act Peer Group is a space where people give and receive support in an environment based on mutual respect. Participants and facilitators have the right to:

- Engage in an environment based on mutual respect.
- Freedom from discrimination, inappropriate comments, or harassment due to their age, appearance, gender identity or expression, sexual orientation, race, ethnicity, citizenship, education, marital/family status, socio-economic standing, creed, place of origin, or disability.
- Freedom from discrimination based on their sources and levels of employment, or profession.
- Freedom from sexual solicitation or inappropriate sexual comments.
- Share experiences from their perspective by using “I” statements, while demonstrating respect for different perspectives that come from intersectionality and a diversity of lived experiences.

The AFC acknowledges that the impact of words and actions may not always match the intent. As such, The AFC will respond to any infringement of participant rights with a range of actions, including:

- Providing education to help the person understand the impact of their words/actions.
- Expelling the person from the programming space.
- Following up with expelled participants to address the incident directly.

Our goal is to maintain a welcoming and non-judgmental space for all participants. To this end, participants and facilitators share the following responsibilities:

- Respecting confidentiality (please see Confidentiality Statement).
- Sharing the air by keeping our comments relevant so everyone can participate.
- Listening generously and hearing what people are saying, so avoid interrupting.
- Communicating with the understanding that not all conversations come with the same costs for all people.
- Being mindful of your and others' boundaries, if you connect with other participants outside of the group.

Participants are not obligated to join every session but are expected to respect the rights of others when they do attend.

We encourage you to keep your cameras on to stay connected, but we understand if that's not possible for everyone.

Confidentiality Statement:

Participants are expected to uphold one another's confidentiality. All information disclosed within the group is confidential and may not be revealed to anyone outside of the group unless the facilitator is required or allowed by law to do so or when participants have consented to the disclosure.