



**Ground Rules**  
**(updated 23.07.2020)**

1. Confidentiality
  - a. If you are an expert by experience, you may use a different name. You do not have to tell people if you are a survivor of anything. You do not have to share anything about your experience.
  - b. Do not share what you have heard in the room.
2. Assume positive intent. Give people the benefit of the doubt that they were not *purposefully* trying to hurt you.
3. Treat everyone with respect. Racism, sexism or any other discrimination will not be tolerated. If an SA staff member or the facilitator witnesses oppression in action, they speak to you after the event *or* they may interrupt the agenda at hand to address it.
4. One microphone! One person speaking at a time. Let people finish speaking before speaking.
5. Step up if you haven't shared your voice, step back if you have been talking a lot.
6. Take care of yourself as best you can! You may leave the room if you need to. Someone might come check-in with you.
7. Allow people to make mistakes.
8. Ask for permission before you touch someone. "Is it okay if I hug you?"
9. Be aware of being judgemental or critical. It is okay to disagree respectfully.
10. Speak about your own experience. Use 'I' statements instead of "all of us" or "we".
11. Try your best not to use profanity.
12. Take emergency calls privately.