



Rights:

Members/ Participants have the right to be treated with dignity and respect.

Members/ Participants have the right to be free from abuse, neglect, or exploitation.

Members/ Participants have the right to a trauma sensitive and trauma informed environment, including talking about experiences of self-harm

(this includes mandatory staff training on the effects of trauma and abuse).

Members/ Participants have the right to privacy, including confidentiality.

Members/ Participants have the right to an environment that actively supports the mission and values of the agency.

Members/ Participants have a right to express their unique thoughts and opinions.

Members/ Participants have the right to receive and provide open, direct, honest, respectful communication including during the conflict resolution process.

Members/ Participants have a right to use the posted grievance procedure.

Members/ Participants have the right to freedom of religious preference and the right to be free from engaging in religious activity.

Members/ Participants have the right to be free from discrimination and harassment because of race, color, weight, sex, sexual orientation,

gender, gender expression, religion, national origin, ethnicity, age, or physical or mental disability, difference, or differently-abled experiences.

In addition to the above, members (as opposed to participants) also have the right to vote on all new Board Members.

Responsibilities:

With these rights, members / participants are expected to take responsibility for:

Practicing the tasks, principles, values, and competencies of Intentional Peer Support.

Holding self and others accountable regarding cleaning/organization of agency and communal spaces.

Respecting others' confidentiality and privacy, including respectful room entry (knocking on doors).

Participating in, and supporting the mission and values (see Missions & Values) of the agency.

Communicating with others openly, respectfully, honestly, and directly, including during conflict situations.

Respecting others' thoughts and opinions.

Using the grievance procedure as posted.

Intentionally negotiating shared spaces.

Treating all other members and staff with dignity and respect. This includes the following:

No swearing with intentional harm

No name-calling

No sexual comments or gestures

No hurtful gossip or attempts to create "splits" in the community

No pornography of any kind (including use of the internet)

No threatening behaviors (screaming, yelling, personal threats)

No illegal substance or alcohol use on premises

No weaponizing self-harm

No unwelcome physical contact (sexual or otherwise)

No possession of weapons on premises

No coercion