

Membership agreements

The membership agreements are established to assure each other's well-being & safety are maintained in the membership space, group meetings, workshops, discussion groups, and comments. These agreements are most specifically for commenting in group discussions & online.

Confidentiality

- You can post your personal social media handles, links to Facebook groups or Google Groups, contact information, and links to other social platforms such as YouTube or TED.
- You may not post email addresses, telephone numbers, physical addresses, or other personal information for other individuals.

Offering support

- Please offer support and resources to each other. Comments should be supportive in nature, not therapeutic. You may not post comments that provide clinical, therapeutic, or coaching guidance.
- Only post advice and problem-solving responses if a member has explicitly asked for members to offer solutions. You can always check in and ask, "I have a thought I'd love to share. If you are open to it, let me know!"
- If you would like feedback, ideas, resources, or solutions, please be explicit in your asks & posts.

Learning & reducing harm

- Practice mindful discussions and comment posting. If you have an issue with something someone else has stated or posted, please call them into conversation by assuming good intent, letting them know about their specific impact, and asking curious questions AND/OR please ask for support from the moderator/facilitator.
- **If you have a question that can be upsetting or harmful to someone else of a different identity or lived experience than your own, please research the answer outside of the group as your first step.** Please do not ask members of different identities than you to answer your questions regarding their lived experiences when the questions are potentially based on false information or stereotypes. We are always learning our own biases and new information about language, history, culture, and current events. If you need help in understanding a different perspective, please ask the facilitator for support
- **We strive to create a culture of belonging and brave space in Clear Harbor.** This requires a commitment to relationship building, curiosity, learning, dialogue, acknowledgment, repair, & care.

- If another participant's comments or actions have negatively impacted you, check in on if and how you can engage in a dialogue with them about their impact. If you need support because of the negative impact of another participant's comments or behavior and cannot engage in direct dialogue, please reach out to Annie Von Essen, your facilitator, or another member of our team. We care about your well-being and will strive to ensure Clear Harbor is a brave & supportive space for everyone.
- When you have received feedback that you have impacted someone negatively, please come from a place of listening and learning first. Then find an entry into dialogue if possible. Seek to gain understanding and clarity while tending to the relationship and acknowledging your action's impact on another participant. If you are experiencing confusion or uncertainty about responding when you have received difficult feedback, please reach out to Annie, your facilitator, or our team.
- You may not harm others in any way. You may not use the site or group to perform any form of bullying, threatening, cyberstalking, intimidation, or any other type of harassment.
- You may not post content that contains pornography, excessive violence, or is otherwise offensive, vulgar, explicit, or obscene.
- If you feel someone has caused you harm – please reach out to Annie & our team at info@annievonessen.com.

Building instead of selling

- The moderator may set up specific threads for promotion, events, & resource sharing.
- You may not post in the discussion group or any messaging on the website any post attempting to buy and/or sell any item or service, or directly ask for donations (including similar products, promotions or offers), outside of specific threads. Any such posts will be deleted.

Legal use

- You may not pretend that you are, or that you represent, someone else, or impersonate any other individual or entity.
- You may not use this site for any abusive or illegal purpose.
- You may not copy or steal anyone's intellectual property shared within the site. All materials are for your personal use only.