

Ethical Guidelines for People House Facilitators & Group Leaders

October 2007

These guidelines have been delineated in order to create safety for participants in PH "Heart of Service" programs as well as for clients of professional practitioners using PH space for groups.

1. Explain, discuss and require confidentiality in group.
2. Be as present as possible with everyone in the group.
3. Honor people's process even if you disagree with it. Be respectful, have 100% positive regard and empathy as you honestly and congruently express yourself.
4. If it is your own group, it is certainly good to state your preferences and rules for participation as long as they do not conflict with P. H. guidelines, but be flexible in enforcing them. Participants do not have to live up to your or our expectations of group participation.
5. Refrain from all conduct that could be interpreted as invasive, threatening or sexual. Ask for permission from participants to do confrontation or for physical contact such as hugs. Remember that some people are more sensitive to this than other people are. Sexual relationships with group members are never appropriate and are prohibited.
6. When you are a group leader or facilitator, be aware of and sensitive about the power differential between you as group leader and others as group members.
7. Be willing to accept feedback from group members without becoming defensive. Realize that facilitators and leaders are in their own process also and can learn from the group.
8. Have your own peer or supervision group in which you are a participant and in which you can discuss your problems and speak your truth. Bring problems that arise as a facilitator to a predetermined support group, mentor or supervisor.
9. If you are not a qualified professional, do not attempt to diagnose or treat any group participant.
10. If you suspect a group participant is in danger of harming him/herself or another, consult with your mentor, supervisor or a qualified professional to determine the appropriate intervention.

Understood and Agreed: Group Facilitator

Date