



Dual Relationships & Conflict of Interest Policy

Purpose

This policy establishes clear standards for identifying, disclosing, and managing dual relationships and conflicts of interest within Embodied Masculine™ training programs, retreats, and containers. Its purpose is to protect participant safety, maintain fairness, and preserve the integrity of the container.

Scope

This policy applies to:

- All certified facilitators
 - Any individual supporting Embodied Masculine™ containers in a leadership or facilitation capacity
 - All training programs, retreats, workshops, and live containers
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Core Principle

Facilitators are entrusted with a position of influence. Any overlapping personal, relational, or financial dynamic with a participant has the potential to affect objectivity, create imbalance, or impact the group field. These situations must be handled with clarity, transparency, and responsibility.

1. Definition of Dual Relationships

A dual relationship exists when a facilitator has, or has had, an additional relationship with a participant outside of the facilitator role.

This may include, but is not limited to:

- Romantic or sexual relationships (past or present)
 - Close personal friendships
 - Business or financial relationships
 - Mentorship or coaching relationships outside the container
 - Family or familial-like relationships
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2. Disclosure Requirement

Facilitators are required to disclose any known dual relationship with a participant **in advance of the container** to Embodied Masculine leadership.

Disclosure must occur:

- Prior to the start of a program or retreat
- Immediately upon awareness if a relationship develops or becomes relevant

Failure to disclose may result in removal from the container or loss of facilitator standing.

3. Assessment and Determination

Once disclosed, Embodied Masculine leadership will assess the situation to determine whether the dual relationship creates a potential conflict of interest or risk to the container.

This assessment may consider:

- The nature and depth of the relationship
- The timing (past vs. current)
- The facilitator's role within the container
- Potential impact on group dynamics, fairness, and safety

Based on this assessment, a decision will be made regarding appropriate next steps.

4. Management of Conflicts of Interest

Where a dual relationship presents a potential conflict of interest, Embodied Masculine may implement one or more of the following measures:

- Adjustment or limitation of the facilitator's role
- Separation of facilitator and participant within the container
- Clear boundary agreements
- Removal of the facilitator from a leadership position if necessary

The priority is always to maintain the integrity of the container and ensure a safe and equitable experience for all participants.

5. Ongoing Responsibility

Facilitators remain responsible for:

- Maintaining objectivity and fairness
- Avoiding favoritism or perceived bias
- Preventing dependency or role confusion
- Bringing forward any changes in relational dynamics as they arise

Where a facilitator is unable to maintain clear boundaries, they are expected to step back from their role.

6. Decision Authority

Embodied Masculine™ retains sole discretion in determining:

- Whether a dual relationship constitutes a conflict of interest
- What actions are required to address it
- Whether a facilitator may continue in their role

All decisions are made in service of participant safety, container integrity, and the standards of the work.

7. Enforcement

Failure to disclose or appropriately manage a dual relationship or conflict of interest may result in:

- Removal from the container
 - Suspension of facilitator support role
 - Revocation of certification or public listing
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8. Integration with Ethical Framework

This policy operates in conjunction with:

- Facilitator–Participant Relationship Policy
 - Embodied Masculine™ Certified Facilitator Code of Ethics
 - Safeguarding Framework
 - Retreat agreements and facilitator onboarding
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Final Statement

Dual relationships require maturity, transparency, and discernment. Facilitators are responsible for prioritizing the integrity of the container above personal relationships, ensuring that all participants are held within a clear, fair, and safe environment.