



Facilitator–Participant Relationship Policy

Purpose

This policy establishes clear, enforceable standards governing relationships between facilitators and participants within Embodied Masculine™ training programs, retreats, and containers. Its purpose is to protect participant safety, maintain the integrity of the container, and ensure responsible stewardship of power dynamics.

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 hold a position of influence within the container. This creates an inherent power differential that requires heightened responsibility, discernment, and ethical conduct at all times.

1. Prohibition of New Romantic or Sexual Relationships

Facilitators are not permitted to initiate or engage in new romantic or sexual relationships with participants:

- During the course of any live training, retreat, or container
- For a minimum of **12 months** following the completion of the container

This standard exists to prevent misuse of influence, protect participant vulnerability, and preserve the integrity of the container.

2. Pre-Existing Consensual Relationships

Where a facilitator and participant have a **pre-existing consensual relationship prior to entering an Embodied Masculine™ container**, the following requirements apply:

- The relationship must be **disclosed in advance** to program leadership
- A **role and risk assessment** will be conducted by Embodied Masculine leadership
- Appropriate measures will be determined, which may include:
 - Role adjustment
 - Separation within the container
 - Additional boundary agreements
 - Removal from a leadership role if necessary

The facilitator remains responsible for ensuring that the relationship does not:

- Disrupt the container
 - Create perceived or actual favoritism
 - Impact group safety or cohesion
 - Compromise participant experience
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3. Conduct Within the Container

Facilitators must maintain clear and appropriate relational boundaries at all times within a live container.

This includes:

- No sexual or romantic engagement with participants during the container, including where a prior relationship exists, unless explicitly reviewed and approved with defined boundaries
 - Avoidance of private interactions that may create ambiguity, dependency, or secrecy
 - Maintaining role clarity at all times
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4. Responsibility and Accountability

Facilitators are responsible for:

- Exercising mature discernment in all relational dynamics
- Proactively disclosing any potential conflicts of interest
- Upholding the integrity of the container above personal relationships

Failure to meet these standards may result in:

- Removal from the container
 - Revocation of facilitator support role
 - Loss of certification or public listing
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5. Participant Autonomy

Participants retain full autonomy at all times and must not be subject to:

- Coercion
- Pressure
- Influence arising from the facilitator role

All interactions must be grounded in clear, informed, and voluntary consent.

6. Enforcement

Embodied Masculine™ reserves the right, at its sole discretion, to:

- Assess any situation involving facilitator-participant dynamics
- Determine appropriate action to preserve safety and integrity
- Enforce this policy as a condition of participation and certification

7. Integration with Ethical Framework

This policy operates in conjunction with:

- The Embodied Masculine™ Certified Facilitator Code of Ethics
- Retreat agreements and participant onboarding
- Facilitator support agreements

Final Statement

Facilitators are entrusted with holding a safe, grounded, and clear container. The responsibility of that role requires prioritizing the well-being of participants and the integrity of the space above all personal interests.