



## Risk Identification & Management Process

### Purpose

This process outlines how Embodied Masculine™ proactively identifies, assesses, and manages potential risks within training programs, retreats, and live containers. Its purpose is to ensure participant safety, maintain container integrity, and address potential issues before they arise.

---

### Scope

This process 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
- 

### Core Principle

Risk management is a **proactive responsibility**, not a reactive response. Potential risks, particularly those involving power dynamics, dual relationships, or participant vulnerability, are to be identified and addressed **in advance of the container whenever possible**.

---

# 1. Pre-Container Risk Identification

Prior to the start of any program or retreat, facilitators are required to disclose any known factors that may present a potential risk to the integrity of the container.

This includes:

- Pre-existing relationships with participants
- Dual relationships or conflicts of interest
- Any circumstance that may affect role clarity or objectivity

Disclosure must be made to Embodied Masculine leadership before the container begins.

---

## 2. Risk Assessment

Once a potential risk is identified, Embodied Masculine leadership will assess the situation.

This assessment may consider:

- The nature and depth of the relationship or circumstance
- Whether the relationship is current or historical
- The facilitator's role and level of responsibility
- Potential impact on participant safety, group dynamics, and fairness

The goal is to determine whether the situation presents:

- No significant risk
  - A manageable risk with boundaries
  - A risk requiring role adjustment or removal
- 

## 3. Risk Management Measures

Where a potential risk is identified, one or more of the following measures may be implemented:

- Clarification of roles and responsibilities
- Boundary agreements between involved parties
- Adjustment or limitation of facilitator involvement

- Separation within the container
- Removal from a leadership or facilitation role if necessary

All measures are determined in service of maintaining a safe, clear, and stable container.

---

## 4. Documentation and Communication

Where appropriate:

- Key decisions regarding risk management are documented internally
- Facilitators are informed of expectations and boundaries prior to the container
- Any required agreements are clarified before the container begins

Sensitive personal details are handled with discretion and confidentiality.

---

## 5. Ongoing Monitoring

Risk management does not end once the container begins.

During the program or retreat:

- Facilitators remain aware of evolving dynamics
  - Any changes in relationships or circumstances must be disclosed
  - Leadership may reassess and adjust boundaries if needed
- 

## 6. Response to Emerging Risks

If a risk emerges during a live container, Embodied Masculine leadership may:

- Intervene directly to stabilize the situation
- Adjust facilitator roles or responsibilities
- Create immediate boundary measures
- Remove a facilitator from participation if necessary

All actions are taken with priority given to participant safety and the integrity of the container.

---

## 7. Decision Authority

Embodied Masculine™ retains sole discretion in:

- Assessing potential risks
- Determining appropriate actions
- Implementing and enforcing risk management measures

---

## 8. Integration with Ethical Framework

This process operates in conjunction with:

- Facilitator–Participant Relationship Policy
- Dual Relationships & Conflict of Interest Policy
- Safeguarding Framework
- Certified Facilitator Code of Ethics
- Retreat agreements and facilitator onboarding

---

## Final Statement

A clear container requires foresight, structure, and responsibility. By identifying and addressing risks in advance, Embodied Masculine™ ensures that facilitators are positioned to hold the work with integrity and that participants are supported in a safe and stable environment.