



## **Ethical and Confidentiality Agreement for Facilitators and Visiting Facilitators at the Jungle Gayborhood**

### **Introduction**

This Confidentiality Agreement is a mandatory commitment for all facilitators at the Jungle Gayborhood, focusing on protecting the privacy and integrity of our participants' information, as well as ensuring ethical and professional behavior.

### **1. Confidentiality of Participant Information**

#### Protection of Personal Data

All personal and health data of participants is confidential and must be handled with the utmost care and discretion. Facilitators must be aware of confidentiality laws and therapeutic ethical commitments. This includes discussing personal and health data in public areas of the center, being cautious about where and with whom such information is shared.

#### Appropriate Use of Information

Participant information should only be used for treatment and care purposes and never for personal or external interests.

### **2. Prohibition on Using Information for Research or Publication Without Consent**

#### Consent for Use of Testimonials

It is prohibited to use participant testimonials or information for research or publication on social media without explicit and documented consent.

#### Privacy in Communications

Any communication involving participant information must be handled cautiously to avoid unauthorized access. This includes discussing participants in public areas of the center or with individuals not part of the team. If it is necessary to share information with someone outside the team, seek approval from the Clinical Director and obtain explicit consent from the participant.

### **3. Relationships with Participants**

#### Prohibition of Sexual Relationships

Any sexual or romantic relationship with participants is strictly prohibited and considered a serious ethical and professional violation. This extends to before, during, and six months after the participant's treatment. Once a person is a participant, they must continue to be treated professionally even after their treatment has ended. Romantic or sexual relationships with the participant's partner, spouse, or other significant family members are also prohibited while and after there is a therapeutic relationship with the participant.

Hotel guests, including those attending events like parties, Jungle Fag, and Envision, are not considered participants. Facilitators may engage sexually with guests provided:

- Consent is obtained before any sexual interaction
- Awareness of potential power imbalances is acknowledged
- Consent practices are modeled, even if not reciprocated
- Sexual touch must be initiated by the guest

This does not apply when the facilitator is participating in a sexuality retreat. In this case, the facilitator is required to step out of the role of facilitator for the sake of the retreat. This is to avoid the complexities of holding dual roles and the potential difficulties arising from disparities in power dynamics. If needed, the facilitator should ask for a meeting with the Clinical Director to support this transition process. As a retreat participant, the ethics and consent rules of the retreat must be respected.

Facilitators must receive consent training before any sexual interaction with a guest. A facilitator may not enter a guest's cabin without explicit invitation from the guest, and this must be outside of work hours. Facilitators may not engage in sexual activity with guests during work hours. Facilitators may invite a guest into the facilitator area, respecting colleagues and maintaining silence and proper use of the space. The external mediation service provided by Kamela is available for facilitators and guests. All complaints will be mediated through Kamela's mediation service to ensure a safe and non-retaliatory environment for everyone.

### Power Dynamics

Facilitators must be fully aware of the fundamental power dynamics affecting their work. Disparities (systemic) in power based on ethnicity, sex, gender, socioeconomic background, sexual orientation, ability, education, spiritual and religious status, nationality, status, rank, hierarchical position, or any other source of privilege or influence that might affect the relationship with the participant must be recognized. They commit to working with these disparities in a way that does not harm and respects the physical, psychological, moral, spiritual, and existential integrity of the participant. They must be aware of their privilege and avoid exploiting or abusing their power, preventing the reproduction of systems of oppression.

They will always act with the understanding that the participant is in a vulnerable space and time, providing attention adjusted to the participant's specific needs. They will also maintain a clear awareness of emotional transferences from the participant and countertransference that may arise in themselves. If necessary, they will seek supervision to maintain an ethical relationship with the participant.

### Relationships

If a facilitator establishes a friendship with a participant or someone close to them, even after treatment has ended, they must remain aware of how such a relationship formed, considering its origin in the therapeutic context. This includes being aware of any power imbalances in the relationship and possible transference and countertransference that could harm both the facilitator and the participant. The facilitator must consult with a colleague or the Clinical Director and clearly communicate with participants about associated risks before starting such a relationship. If a relationship is established outside the therapeutic context after treatment, the facilitator must refrain from unprofessional, romantic, and/or sexual behavior with the participant. If a participant becomes a direct colleague after the retreat, the facilitator must refrain from a romantic or sexual relationship with them, paying attention to the potential harm of these dynamics and seeking consultation with another colleague or the Clinical Director.

### Abuse

Economic, physical, spiritual, professional, sexual, or romantic exploitation of participants and former participants is strictly prohibited. Facilitators will maintain an appropriate relationship and awareness of their personal needs, avoiding using the participant to meet these needs.

### Communication

Facilitators will have clear communication with participants about appropriate communication methods and expectations, including support, response times, and therapeutic support through technological means. They will set healthy and professional boundaries and avoid unprofessional communication with participants.

### Personal Worldview

Facilitators must abstain from proselytizing or imposing their personal worldview on participants. They will speak carefully about their beliefs and convictions, moving with moral integrity and prioritizing the participant's freedom while respecting their vulnerable state. They aspire to be curious about different worldviews, deeply respecting the diversity of perspectives present in Jungle Gayborhood and beyond. The utmost priority is to protect the moral and spiritual integrity of the participant.

## **4. Relationships Among Facilitators**

Any relationship between facilitators must honor Jungle Gayborhood's [official sexual harassment policy](#). Complaints will be taken seriously:

- Any violation of consent may result in immediate dismissal with cause.
- Attention must be paid to power imbalances, abuse, communication, and personal worldview as described in point 3.

The goal is to create and maintain a healthy, safe, and respectful work environment for everyone. All complaints will be mediated through Kamela's mediation service to ensure a safe and non-retaliatory environment for everyone.

## **5. General Points**

To ensure a safe, non-judgmental, and radically accepting space, the following general points are clarified:

### Nudity

This is a nudity-friendly environment celebrating the human body. Facilitators will not comment on another person's body without consent, whether the comment is positive or negative.



## Nature

Nature is one of the most precious elements in the Jungle Gayborhood. We aim to create a space of respect and celebration for both humans and nature. Facilitators will care for nature in Jungle Gayborhood by:

- Removing plastic or trash and disposing of it properly.
- Avoiding excessive cutting of flowers, plants, or trees.
- Conserving water in the retreat center and caring for rivers and waterfalls.

## Queer Space

The Jungle Gayborhood is a sanctuary for the well-being of queer individuals. This is enacted through inclusion, acceptance, authenticity, and radical gratitude.

Facilitators will be mindful of their actions and speech, aiming to avoid bringing homophobia, transphobia, patriarchy, or heteronormativity into the space. If resistance to this arises, seek a colleague's or the Clinical Director's attention for discussion and exploration. We will not judge where others are in their process of addressing these issues.

## **6. Accepting Work with Participants and Continued Work After Their Stay at the Jungle Gayborhood**

A facilitator will not engage in private work with participants or guests of the Jungle Gayborhood without written approval of the Clinical Director.

In order to receive approval, the facilitator should:

- Provide a detailed written protocol of the services offered.
- Provide a personal ethical standard for the practice.
- Provide a sample demonstration to a staff member of the Jungle Gayborhood.

The prices for said services are crafted in agreement with the Jungle Gayborhood, and will observe the 30/70 split fee between the Jungle Gayborhood and the Facilitator.

Regarding continued work with a participant or guest or former participant or guest, the facilitator will continue observing the highest standards of ethics and be observant of power imbalances and disparities, personal worldviews, transferential material, and susceptibility of participants.

### Gifts

The facilitators will be mindful of the complexities of the interactions with participants and guests. For this, a facilitator will not accept gifts above the value of USD \$50. In case the participant or guest insists, the facilitator will be clear that this will be donated to the Jungle Gayborhood.

### Tips

Facilitators are not allowed to share tips, being mindful of the complexities of the interactions with participants and guests. These will be donated to the kitchen and housekeeping staff.

## **7. Prohibition of Providing Prohibited Substances**

### Drugs and Alcohol

It is strictly prohibited to provide or consume illegal drugs or alcohol with participants.

### Intermediary for Prohibited Substances

Acting as an intermediary for obtaining or distributing illegal substances or alcohol to participants is prohibited.

## **8. Safe Handling of Information**

### Restricted Access and Secure Storage

Only authorized personnel will have access to participant records, which must be stored and disposed of securely. In compliance with ethical standards for research on human subjects, participant records must be handled with extreme care and respect and stored for at least 6 months.

### Groups

The facilitator must be aware of group dynamics and contribute to creating a safe container where participants can share private information, stories, and experiences. They are committed to building trust and being mindful of the impact of sharing vulnerable and intimate material, especially when working with participants dealing with trauma, addiction, or coming from marginalized communities.

## Risk

Facilitators must share participant information with colleagues when it can mitigate or prevent risk or harm. They are responsible for timely sharing of information that may pose a risk or harm to the participant or others (e.g., suicidal ideation, intention to cause physical harm, etc.).

## **9. Legal and Ethical Responsibilities**

Facilitators must have a proper understanding of the law and adhere to customs and regulations applicable to their work. They must protect themselves and participants through a proper understanding of national laws and customs, including but not limited to confidentiality laws, medical (alternative and integrative) laws, public health laws, and substance laws.

### Compliance with the Law

Obligation to comply with laws and regulations concerning privacy and confidentiality of health information.

### Reporting Security Breaches

Obligation to report any suspected breach of confidentiality.

## **10. Duration of the Confidentiality Commitment**

### Indefinite Duration

This commitment remains in effect during and after the work relationship.

## **11. Consequences of Violating the Agreement**

### Disciplinary Measures

Violating this agreement may lead to severe disciplinary actions, including termination of employment or relationship, and possible legal actions.

This Confidentiality Agreement is essential to ensure an ethical and safe work environment, protecting the rights and privacy of participants, guests, facilitators, and fostering an environment of trust and respect at Jungle Gayborhood.