

Respectful Learning Agreement – Virtual & In-Person

Recovery College CMHA Halton

Trust • Respect • Belong • Engage

To help members feel safe, supported and welcome in group settings

Trust

- **Confidentiality** - What is shared in group stays in group. For virtual groups, join from a private space.
- **Safety exceptions** - Staff may share information if there is a clear risk of harm to you or others. Emergency contact information is collected at registration.

Respect

- **Phones** - Please keep cell phones off or silent during group time.
 - **Time** - Groups will begin and end on time.
 - **Late arrivals** - Members may not be able to enter the group more than 10 minutes after the start time.

Belonging

- **Agree to disagree** - Everyone has their own perspective; respectful disagreement is okay.
- **Step up / Step back** - If you often speak first, pause for others; if you hesitate, take a chance.
- **Taking turns** - One person speaks at a time; avoid interrupting.
- **Support** - Be non-judgmental, supportive and accepting of others' opinions.
- **Diversity and inclusion** - Treat everyone with respect and dignity, regardless of race, class, religion, sex, age, ability or sexual orientation.

Engagement

- **Sharing** - Everyone has the right to be heard and the right to pass.
- **Camera use** - For virtual groups, cameras are encouraged to support community and engagement. If yours is off, please let the facilitator know.
- **Travelling & virtual groups** - Please avoid attending while driving or on public transit, for your safety and others' privacy.
- **Advice** - Avoid giving advice; everyone's situation is different.
- **Leaving group** - If you need to leave, do so quietly and give a thumbs up if you are okay or thumbs down if you need support.
- **Stay on topic** - Off-topic items may be parked and addressed later.
- **Words** - Use respectful, inclusive language; avoid offensive or discriminatory language.
- **Feedback** - Give feedback in a positive, productive and respectful way.

If a member acts outside this agreement, they may receive a verbal reminder or be asked to leave. Questions, comments or suggestions? Please speak with CMHA Peer Mentors.

Thank you for your cooperation!