



ETIQUETTE & EXPECTATIONS POLICY

Our Etiquette & Expectations Policy outlines how we hope you'll show up in the world once you begin your affiliation with the Equitable Care Certification (ECC). Please refresh yourself on our values, as they inform our expectations for etiquette in class, in session, in group and beyond. **One value we want to highlight in particular is the importance of confidentiality.** All information shared by participants and sex workers should be kept confidential to protect the identities and safety of everyone involved.

If we observe or are made aware of actions that are dissonant from our values, we will allot two opportunities for reflection and growth, with support from ECC. This can look like contacting you via email or phone, notifying you of the issue, and creating space to fully discuss your thoughts, feelings, and needs, as well as ours. This conversation will include resources and takeaways that serve as "homework" to continue your growth and discovery. We will also schedule a follow-up call to revisit the discussion.

If there is a third instance and no genuine effort toward collaboration, at our discretion, we may bar you from any participation. We reserve the right to determine what behavior we deem unaligned with our values and will use careful judgment in making this decision. *If we decide to end your relationship with ECC, you will receive CE's for the courses you have completed and passed (based on your evaluations), however, you will not receive a refund.*

If you are removed from ECC– and wish to participate again– we will hold three, 1-hour discovery conversations with you, exploring your growth to ensure that we collectively feel good about beginning again. The three discovery calls will cost \$500 flat in addition to your registration fee.

All conversations related to ECC Policies will be facilitated by our founders and/or volunteers from our coalition, which includes therapists and sex worker volunteers.