



Soaring Spirits International is dedicated to providing a safe and nurturing environment where widowed people around the world can gather to heal in community, whether in person or online. In order to create and maintain a safe space for healing, we ask that Soaring Spirits staff, board members, volunteers and all participants make the following commitments:

Respectful and Inclusive Behavior & Communication

- I will show respect for myself and my fellow participants and will refrain from any behavior or language which could lead to physical or emotional harm to others.
- I understand that Soaring Spirits deeply values inclusion and I will treat my fellow participants with dignity and fairness regardless of their gender, age, sexual orientation, race, religion, or any other characteristic.
- I will encourage open dialogue and offer and receive constructive feedback while respecting diverse opinions.
- I will not give professional advice, but will instead share from my own personal experiences.
- I will drink responsibly, refrain from the use of any illegal substances, and be responsible for my own safety during group meetings whether in person or virtual.

Confidentiality

- I understand that everything shared during a group meeting stays within the group. I will not share member personal information (phone, email, photos) with other members or on social media without express permission. Confidentiality and respect matter.

Interpersonal Relationships

Soaring Spirits is all about connections and we are excited for the people you will meet and the power these new relationships have to change your lives for the better. To ensure that these new relationships are safe and nurturing, all Soaring Spirits participants are expected to:

- Treat each other with respect, dignity, and maturity, both within the organization and in personal interactions.
- Maintain appropriate boundaries and avoid behavior, such as unwanted communication or interaction, that may create discomfort or harm to others.
- People in leadership, whether staff or volunteer, should refrain from engaging in any actions that may result in favoritism, conflicts of interest, or a hostile environment for others.
- In the event that an interpersonal relationship between participants poses a conflict of interest or potential harm to the well-being of the individuals involved or to the organization, Soaring Spirits reserves the right to take appropriate measures, including

but not limited to reassigning duties, providing guidance, or recommending discontinuing participation in our programs.

Additional Leadership Responsibilities

Participants should be aware that staff members and leadership volunteers are discouraged from engaging in a dating relationship with participants because it may create a power imbalance, conflicts of interest, or the perception of favoritism. In the event that a staff member or leadership volunteer becomes involved in a dating relationship with a participant, it is their responsibility to disclose the relationship to their supervisor or a designated individual. Soaring Spirits reserves the right to take action to mitigate any harm to participants and or the organization.

Reporting and Conflict Resolution Process

- I will report violations of the Code of Conduct promptly and accurately to my Soaring Spirits supervisor or a designated individual and will cooperate with investigations.
- I understand that all reports will be taken seriously, and appropriate action will be taken to address concerns. I further understand that conflict resolution may include warnings, temporary suspension, or permanent removal from the organization.

Soaring Spirits will periodically review this Code of Conduct to ensure its effectiveness and it may be amended as necessary. Any amendments will be communicated to all participants.

Thank you for your commitment! One kind word can change the trajectory of a person's day and can help to ensure that comradery, understanding, and ultimately HOPE is shared by every person who attends any Soaring Spirits event. You play a pivotal role in helping Soaring Spirits International create a safe space for all widowed people.

Name

Signature

Date