



## JASMYN Community Agreement

In order to make sure JASMYN is safe and supportive space for everyone, we ask that all program participants (youth, staff and volunteers) agree to some community guidelines.

Please read this agreement and think about what this community agreement means to you. If there is something you don't understand, please ask for clarification.

**JASMYN Mission:** JASMYN supports and empowers lesbian, gay, bisexual, transgender (LGBT) and questioning youth by creating a safe space, providing youth development services, and bringing people and resources together to promote diversity and human rights.

**JASMYN Vision:** To create a world where young people are respected, valued and empowered to be themselves.

**All LGBTQ and ally youth belong:** All lesbian, gay, bisexual, transgender, queer, questioning and ally youth are welcome at JASMYN. We are committed to challenging and addressing stereotypes and prejudices that may come up. A lot of the time we say or do things that are offensive without meaning to or knowing they are offensive. It is important that we address these issues as they come up so that JASMYN feels safe for all.

**Gossip/Drama:** We agree to leave gossip and drama at the front door. We live in a small community and at times there may be someone hanging out at JASMYN that you do not like. If this happens, I agree to be respectful to that person and will not gossip about that person to other JASMYN youth or staff.

**Physical Contact:** We value and respect expressions of affection, love and friendship. We also recognize that JASMYN is a community space filled with people that have a variety of comfort levels with sexual/affectionate behavior. For this reason, the following behaviors are not allowed at JASMYN; sexual gestures, sexual jokes, making out, grinding and groping. However other forms of expressions are considered okay, such as: hugs, quick kisses and holding hands.

**Safety:** JASMYN is a violence-free space. You have the right to be safe here. Staff will support you and your peers in resolving conflicts in healthy ways. All physical, emotional, sexual and verbal violence or threats of harm make JASMYN unsafe and will be addressed.

**Substance Use:** JASMYN is a substance-free space. Alcohol and/or drugs are not allowed on the premises, and we ask that you not attend JASMYN events if you are under the influence of alcohol or drugs.

**Set Limits and Respect Boundaries:** Everyone has different limits and the right to set those limits for themselves. We can all keep JASMYN a safe space by respecting each other and the boundaries we set for ourselves.

**Accountability:** As a participant, volunteer or staff member, we all have a responsibility to keep JASMYN safe and to treat each other in healthy ways. We are also accountable to maintain behavior that is accordance with JASMYN's community agreement. Should you behave in a way that risks the safety of JASMYN, you will face consequences to be determined by staff.