



## **Training Team Ethics Agreement**

As individuals and as a team we agree to follow these ethical principles while working in our capacity as Forest Therapy Guide Trainers and Mentors:

**Land Use:** We cultivate our own relationships with the land, based on tenderness and respect for the sentience of trees, stones, waters, all living creatures, and the forest as a whole, including the human ancestors who have inhabited the forest and surrounding lands. We are respectfully mindful of the peoples who have inhabited the land before us, and take care not to appropriate practices or traditions of these peoples unless specifically empowered by living elders to do so. We are also mindful of those who are yet to come, and partake in the forest in a way that our own spiritual imprints are supportive of them.

**Omni-partiality:** We cultivate an attitude of omni-partiality toward participants. While as individuals we may find we have particular affinity for some participants, we conscientiously ensure that all participants feel included, seen, respected, and witnessed in their journeys.

**Lineages of Practices:** When we introduce techniques and methods that we have received as part of a practice (such as council), we acknowledge the lineages and teachers from which we learned them.

**Unified Message:** We follow the curriculum of the Association, and avoid bringing additional teachings from other areas of expertise, when doing so may confuse participants regarding the nature of Forest Therapy.

**Support for the Mission:** We are mindful that our work is specifically to support the mission of the Association, which is "To embed Forest Therapy in Health Care Systems," and except for brief announcements we do not use our positions on the training team to promote workshops and other businesses we may be involved in, lineages or teachings we follow, or beliefs and practices that could compromise how the Association is perceived by mainstream health care providers in relationship to its mission.

**Romantic Relationships with Participants:** It is normal for crushes do develop between trainers and participants, among trainers, and among participants. This is a universal part of any training experience in which people are opening to new insights and developing a sense of community. There is no shame in developing crushes. However, the training team is specifically required to not act upon these when they arise. It can be helpful to acknowledge them to each other within the team, but it is usually not a good idea for a trainer to acknowledge to a participant when they have crush on them. Our ethical stance is based on the understanding that participants are vulnerable to projecting onto trainers fantasies about qualities that trainers may or may not actually possess; and that because trainers are in a position of authority a power differential exists that automatically creates a situation in which romantic feelings are not rooted in authentic relationship among equals. Therefore, we agree to not have any romantic relationships with participants during the training and for a period of three months after the training; or if we are mentoring them, for three months after the mentorship is complete. We also agree to be respectful of existing relationships and to not act in a way that compromises the integrity of existing agreements.

**Self-Care:** We strive to prioritize to take care of ourselves in a way that supports us to be fully present for our work in a joyful and productive manner.

**Mutual Support and a Culture of Feedback:** While we strive to be fully present at work we recognize that our personal lives are not entirely separate from our work lives. We offer support to each other in times of need. With the intention for mutual growth and tending to harmonious work relations we practice a culture of feedback. Time is given for personal feedback during debriefs of co-lead workshops/trainings and is also integrated into day-to-day work-life when a need arises. When an inter-personal issue arises we agree to prioritize speaking directly with the person over speaking to others about it or keeping it to ourselves if it is likely to cause further discontent.

Names and Signatures of Training Team for Cohort \_\_\_\_\_, Location \_\_\_\_\_

- 1.
- 2.
- 3.
- 4.
- 5.