

Treasure Chest: A Guide to Maintaining a Safe & Productive Community

I. [Timeliness](#)

Meetings begin on-time, every time. Please confirm the day before you are due to attend a session that you will be attending; either in-person or via Zoom. Respect people and your own time.

II. [Confidentiality](#)

An important aspect of our community is to feel safe during the discussion. Authentic, expressive discussions make groups great; but, may also be sensitive and private. Since we cannot guarantee confidentiality, we ask that you do not share information you feel is personally sensitive or could comprise a business arrangement. We ask that you respect people's space and not share information outside this special community.

III. [Political Views](#)

This is not a page for national political conversations -or political bullying. Please keep content related to industry, growth, entrepreneurship, and networking. At GEM, we realize we live in a dynamic society, and conversations related to politics may occur. When (and 'if') they do, please be kind.

IV. [Respect & Integrity](#)

All of us are working together to create a welcoming environment, so please treat everyone with respect. Healthy debates are natural, but kindness is integral. Vindictive behavior will result in removal.

V. [No Hate Speech, Bullying or Doxxing](#)

Make sure everyone feels safe. Bullying of any kind isn't allowed, and degrading comments about race, religion, culture, sexual orientation, gender or identity will not be tolerated. You will be removed if there is hate speech of any kind.

VI. [Transparency](#)

At GEM, we promote a community of respect and support. While you control how much to disclose in sessions, we ask that you please remain transparent about your goals so everyone else can uplift you.

VII. **Help**

We are all here to help, not just to receive. Always come to each session with the opportunity to share help in terms of people, resources, and wisdom.

VIII. **Listening**

Listening is a trainable skill. It is the responsibility of each member to train and learn how to listen to others. Your facilitator will guide conversations to ensure we use the highest levels of listening.

IX. **Legal**

Disputes may arise from time to time; and when they do, they will be settled by arbitration. (But let's do our best not to have any disputes, OK?)

X. **Work Product**

All tools used during the sessions are the property of GEM. If you would like to use one of the tools for use with colleagues or friends please be sure to get the permission of a member of the GEM team.

XI. **Facilitation**

Treasure chest participants can and will be encouraged to develop their facilitation skills so that we can grow our community. Facilitation is a skill all on its own, and training and supervision are required.

XII. **Participation**

You are not required to participate in each session. It is ok to join and to be inspired by other's conversations. Please let the facilitator know if this is your intention.

I have read and acknowledged all the information provided above and understand what has been required in order to be a member of this group.

If you feel that a group setting is not ideal for a specific issue that you are working through, please consider private coaching.