



Community Agreement

In recognition that we are continually learning and striving to be a more inclusive organization, this is an evolving document and will be revised and refined as appropriate on an ongoing basis.

Utah Association for Marriage & Family Therapy (UAMFT) is a state organization that includes members of diverse cultures, ethnicity, race, religious/spiritual orientation, language, weights and body shapes, appearances, gender, sexual identity, and sexual orientation. We are committed to ensuring an inclusive and equitable environment that considers the viewpoints of all participants wherever UAMFT-supported work occurs, be it at the annual Spring or Fall Conferences, in the board meetings, educational events, or online communication occurring throughout the year. Accordingly, the UAMFT Community Agreement outlines the expectation that all participants proactively seek to establish and adhere to a culture of respect in which everyone feels welcomed and valued. The UAMFT Community Agreement applies to all participants, including but not limited to attendees, speakers, volunteers, exhibitors, and AED staff.

Guidance for Creating an Inclusive Learning Community:

- Be respectful and considerate; show others the respect you expect to receive.
- Use welcoming and inclusive language that honors the requests of marginalized groups.
- Approach and interact with others from a perspective of curiosity and open-mindedness, including those with views and opinions that are different from your own.
- Assume positive intent. Ask questions or request clarification instead of making negative assumptions.
- Expect your ideas to be respectfully challenged. This is part of scientific discourse, professional and personal development.
- Communicate openly and thoughtfully.
- Formulate feedback in a constructive way (e.g., identify potential harms and how to address them positively, assuming good intentions).
- Be mindful of power differentials and your own social location as you engage in discourse.
- Respect others' boundaries and confidentiality.
- Adhere to the AAMFT Code of Ethics.
- During question-and-answer periods, pose comments as question(s) to facilitate dialogue.
- Embrace 'both/and' as opposed to 'either/or' thinking, acknowledging that there may be multiple 'truths'.
- Strive towards creating an anti-discrimination environment working actively against oppression in all forms.

Unacceptable behavior (live or online) includes, but is not limited to:

- Harassment, intimidation, abuse, or threats, including any verbal, written, or physical conduct designed to threaten, intimidate, or coerce another person.
- Disrupting and interrupting presenters or educational sessions, unnecessarily confrontational speech or behavior, including ad hominem attacks.
- Retaliation against any individual for reporting prohibited conduct.

Actions & Reporting System:

1. Informal resolution between the involved parties is the initial action step if unacceptable behaviors have occurred. We strongly encourage “calling in” first (e.g., asking questions to clarify perspectives and viewpoints and to discuss and reflect on the impact of the language or action). “Calling out” (e.g., stopping words or actions) should be used only when necessary to prevent active harm.
2. If violations of the community agreement occur during a live session, UAMFT leadership (including session moderators and board members) will provide real-time redirection.
3. If an informal resolution cannot be accomplished (e.g., calling in is not possible due to potential power differentials among the parties), members can report unacceptable behavior via email to UAMFT Executive Director and Executive Board (uamftadmin@gmail.com). Conflicts of opinion should not be reported. Only objectively disruptive, hostile, or discriminatory behavior will be reviewed.
4. Reports will be shared with the UAMFT Executive Committee for screening and referral.

Presentation Management

In order to provide an inviting learning environment, we ask that you maintain a professional approach with your audience throughout the presentation. Failure to do so will result in the following corrective action(s) from the UAMFT administration.

1. Presenter actions which breach this contract will require that a UAMFT administrator interrupt your presentation and clarify why your action was not in alignment with this agreement, and instruct you regarding how the presentation should proceed.
2. Subsequent presenter actions which are not in alignment with this contract will likely require an unplanned break in the presentation to further discuss why the infraction(s) are continuing. It will be up to UAMFT administration to determine if the presenter is willing and capable of continuing the presentation at this point.
3. If after a more detailed discussion there are continued violations of this agreement, UAMFT administration will cease the presentation, and the presenter will not be allowed to finish their address to the audience. If the presenter fails to complete their presentation due to a breach of contract, they will not receive the second half of their payment as a speaker at the conference.

We appreciate your cooperation and professionalism.