

Harm Mitigation & Sacred Care Policy

Internal Reference for Facilitators, Staff and Volunteers

1. Purpose & Scope

The purpose of this policy is to reduce the risk of physical, psychological, emotional, and spiritual harm by providing clear guidance on roles, responsibilities, boundaries, and response protocols in all contexts where sacred ceremonies and integration support are offered.

This policy serves as an internal reference for decision-making, particularly in situations involving participant safety, emotional or psychological distress, ethical uncertainty, or boundary concerns.

All facilitators, staff and volunteers are required to understand and adhere to this policy as a condition of serving within Our Sacred Sanctuary.

This policy applies to all ceremonial spaces, preparation sessions, integration sessions, community gatherings, retreats, and any environment in which staff and volunteers represent, facilitate, or act on behalf of Our Sacred Sanctuary.

2. Core Principles of Sacred Care

All facilitators, support staff and volunteers at Our Sacred Sanctuary shall operate in alignment with the following core principles. These principles serve as the ethical foundation for all interactions, decisions, and forms of service within the sacred container.

Participant Sovereignty

Participants are recognized as sovereign beings responsible for their own inner experiences, interpretations, and integration processes. Staff shall not position themselves as authorities over another person's spiritual journey, healing process, or meaning-making.

Informed Consent

Participation must always be voluntary and based on informed consent. Staff shall ensure that participants understand the nature of the ceremonial context, the general scope of what is offered, potential emotional or psychological risks, and their right to pause, stop, or withdraw at any time.

Non-Interpretation

Facilitators, staff and volunteers must not interpret, analyze, define, or assign meaning to a participant's visions, messages, emotional states, bodily sensations, or spiritual experiences. Facilitators and staff may offer their own experiences, beliefs and understandings, however, it is the sole responsibility of the participant to assign meaning to their own journeys.

Non-Coercion

Facilitators, staff and volunteers shall not pressure, persuade, manipulate, influence, or direct participants toward any belief system, spiritual framework, emotional expression, or personal decision. Participation must remain free from coercion, dependency, or spiritual authority dynamics.

Humility and Service

All roles within Our Sacred Sanctuary are held in service to the participant and the sacred container, not in service to personal identity, ego, or spiritual status. Facilitators, staff and volunteers are expected to approach their role with humility, presence, and respect.

Do No Harm

Facilitators, staff and volunteers shall prioritize the physical, psychological, emotional, and spiritual well-being of participants at all times. When uncertainty arises, the least invasive and least harmful course of action shall be taken.

Energy Awareness and Neutrality

Facilitators, staff and volunteers are responsible for maintaining grounded, emotionally regulated, and energetically neutral presence. Personal projections, unresolved emotional material, or altered states of consciousness shall not be imposed upon participants.

3. Roles & Boundaries of Facilitators and Staff

All facilitators, support staff, and volunteers serving within Our Sacred Sanctuary are responsible for maintaining clear, ethical, and professional boundaries at all times. These boundaries exist to protect participant safety, preserve the integrity of the sacred container, and prevent harm arising from power imbalances or role confusion.

Role of Facilitators, Staff and Volunteers

Facilitators, staff and volunteers serve as space holders and guardians of the ceremonial container, not as authorities, healers, therapists, or spiritual leaders.

Facilitators, staff and volunteers shall:

- Provide a safe, respectful, and grounded ceremonial environment.
- Support participants through presence, attunement, and practical care.
- Monitor the physical, emotional, and psychological state of participants.
- Offer reassurance, grounding, and basic emotional support when needed.
- Maintain awareness of group dynamics and individual needs.
- Uphold the policies, principles, and ethical standards of Our Sacred Sanctuary LLC.

Prohibited Roles and Conduct

Facilitators, staff and volunteers must not:

- Present themselves as medical professionals, therapists, counselors, or mental health providers unless they hold those degrees or accreditations.
- Diagnose, treat, or attempt to heal physical or psychological conditions unless the medic has requested your assistance.
- Provide energetic healing like sending healing energy, reiki or anything similar during ceremony. All energetic healing must be done with permission and consent of the participant.
- Interpret, analyze, or assign meaning to a participant's spiritual experiences, visions, messages, or emotions.
- Encourage dependency, attachment, or ongoing reliance on staff for guidance or validation.
- Use their role to meet personal emotional, relational, sexual, or spiritual needs.

Power Dynamics and Boundaries

Facilitators, staff and volunteers must remain aware of inherent power dynamics within ceremonial and integration contexts. Participants may be in emotionally open, vulnerable, or suggestible states.

Therefore:

- Facilitators, staff and volunteers shall not exploit vulnerability for personal, relational, financial, or spiritual gain.
- Romantic or sexual relationships between staff and participants are prohibited.
- Facilitators, staff and volunteers shall not engage in private sessions or ongoing relationships that create dependency or blurred roles.
- Physical touch must only occur when clearly supportive, consensual, and necessary for care or safety.
- All interactions must prioritize participant autonomy and dignity.

Energetic and Emotional Boundaries

Facilitators, staff and volunteers are responsible for maintaining energetic and emotional hygiene.

Facilitators, staff and volunteers shall:

- Refrain from projecting personal beliefs, unresolved emotional material, or spiritual narratives onto participants.
- Seek supervision, peer support, or personal integration when their own material is activated.
- Step back from facilitation if emotionally compromised or unable to hold neutral presence.

Representation of Our Sacred Sanctuary

When serving in any official capacity, facilitators, staff and volunteers represent Our Sacred Sanctuary and are expected to uphold its values, principles, and standards of conduct at all times.

Facilitators, staff and volunteers behavior, both within and outside ceremonial contexts, should reflect integrity, humility, respect, and responsibility.

4. Participant Screening & Readiness Our Sacred Sanctuary is committed to ensuring that all participants enter the ceremonial space with an appropriate level of readiness, stability, and personal responsibility. Participant screening exists to support safety, informed consent, and the integrity of the sacred container.

All facilitators, staff and volunteers are responsible for engaging in reasonable discernment regarding participant readiness and for honoring the boundaries of participation when concerns arise.

Participant Responsibility and Disclosure

Participants are responsible for providing honest, complete, and accurate information regarding their physical health, mental health history, medications, and personal circumstances during the intake and screening process.

Facilitators, staff and volunteers shall communicate clearly that incomplete or inaccurate disclosure may increase the risk of harm and may result in postponement or denial of participation.

Readiness and Discernment

Facilitators, staff and volunteers shall consider participant readiness across multiple dimensions, including:

- Emotional stability and self-regulation
- Psychological resilience and grounding
- Current life stressors or destabilizing circumstances

Participation may be postponed or declined when a participant appears unable to safely engage with the ceremonial process or when participation may increase the risk of harm.

Mental and Emotional Considerations

Facilitators, staff and volunteers shall exercise caution and discernment with participants who disclose or demonstrate:

- Severe or unmanaged mental health conditions
- Active psychosis, delusions, or paranoia
- Suicidal ideation or self-harming behavior
- Severe dissociation or inability to remain grounded

- Inability to distinguish inner experiences from external reality

In such cases, participation shall be postponed and the participant encouraged to seek appropriate professional support.

Medication and Medical Considerations

Facilitators, staff and volunteers other than the Staff Medic or Founders of the Church shall not provide medical advice or recommendations regarding medications or health conditions.

However, facilitators, staff and volunteers may request that participants consult with a qualified medical professional when medications, medical conditions, or physiological risks may contraindicate participation.

When significant medical or pharmacological risks are identified, participation shall be postponed or declined.

Right to Postpone or Decline Participation

Our Sacred Sanctuary reserves the right to postpone or decline participation when:

- Safety concerns arise
- Disclosure is incomplete or inconsistent
- The participant is not demonstrating readiness or stability
- Participation may compromise the safety of the individual or group

Such decisions shall be made with respect, care, and transparency, without judgment or shaming.

Ongoing Discernment

Screening and readiness are ongoing processes. Facilitators, staff and volunteers shall remain attentive to changes in participant state before, during, and after ceremonies.

If concerns arise at any point, staff may pause participation, adjust involvement, or recommend additional support.

5. Ceremony Harm Mitigation Practices

Our Sacred Sanctuary is committed to maintaining a ceremonial environment that prioritizes safety, reverence, and participant well-being. Harm mitigation within ceremony focuses on set and setting, grounded facilitation, minimal interference, and respectful support.

All facilitators, staff and volunteers are responsible for upholding the following practices during ceremonial contexts.

Set and Setting

Facilitators, staff and volunteers shall ensure that the ceremonial space is:

- Physically safe, clean, and accessible.
- Emotionally supportive and free from unnecessary stimulation or disruption.
- Energetically grounded, calm, and held with intention and reverence.
- Structured in a way that supports participant privacy, dignity, and comfort.

Environmental factors such as lighting, sound, temperature, seating, and spatial layout shall be considered in relation to participant safety and regulation.

Group Agreements and Orientation

Facilitators, staff and volunteers shall clearly communicate group agreements prior to ceremony, including:

- Respect for silence and personal space.
- Non-interference with others' experiences.
- Confidentiality within the group.
- Personal responsibility for one's own process.
- The right to request support or step away if needed.

Participants shall be oriented to what support looks like, how to ask for help, and what boundaries exist between staff and participants.

Presence and Monitoring

Facilitators, staff and volunteers shall maintain attentive, grounded presence throughout ceremony and monitor participants for signs of physical distress, emotional overwhelm, dissociation, or destabilization.

Monitoring includes awareness of:

- Breathing and physical regulation
- Emotional expression and containment
- Verbal and non-verbal cues of distress
- Changes in coherence, orientation, or behavior

Support and Intervention

Facilitators, staff and volunteers shall offer support through:

- Calm presence and attunement
- Gentle reassurance and grounding
- Practical care related to physical safety and comfort

Intervention shall be minimal. Facilitators, staff and volunteers shall avoid influencing the content or direction of a participant's inner experience.

Support is offered to help participants remain safe and regulated, not to guide, interpret, or alter their process.

Physical Touch and Consent

Physical touch shall only occur when:

- It is clearly supportive or necessary for safety.
- It is consensual and appropriate.
- It respects participant dignity and boundaries.

Non-Interference with Inner Experience

Facilitators, staff and volunteers must not:

- Interrupt or redirect a participant's process unless safety requires it.
- Suggest interpretations, messages, or spiritual meanings.

- Impose narratives, frameworks, or teachings during ceremony.

The role of facilitators, staff and volunteers is to hold the container, not to shape the journey.

Confidentiality and Group Safety

All personal experiences shared within ceremony are treated as confidential within the community. Facilitators, staff and volunteers shall foster a culture of respect, non-judgment, and emotional safety.

6. Psychological & Spiritual Risk Awareness

Our Sacred Sanctuary recognizes that sacred ceremonial work may activate deep psychological, emotional, and spiritual material. While such experiences can be meaningful, they may also involve periods of vulnerability, destabilization, or confusion.

Facilitators, staff and volunteers are responsible for maintaining awareness of potential psychological and spiritual risks and responding with grounded presence, discernment, and appropriate boundaries.

Trauma Activation

Ceremonial experiences may surface unresolved trauma, grief, or suppressed emotional material.

Facilitators, staff and volunteers shall be attentive to signs of trauma activation. In such cases, staff shall prioritize grounding, safety, and containment.

Dissociation and Destabilization

Some participants may experience dissociation, disorientation, or difficulty integrating their experiences into reality after ceremony.

Signs may include:

- Difficulty remaining present in the body
- Confusion about time, identity, or surroundings
- Feeling detached from reality or self
- Persistent sense of being “elsewhere”

Facilitators, staff and volunteers shall respond by supporting embodiment, orientation, and practical grounding, and may recommend additional integration support or professional care when needed.

Spiritual Inflation and Grandiosity

Ceremonial experiences may lead some participants to develop inflated spiritual identity, grandiose beliefs, or a sense of special status or mission.

Signs may include:

- Claims of special powers, roles, or divine authority
- Feeling chosen, enlightened, or superior to others
- Urgent desire to teach, heal, or guide others
- Loss of humility or grounded self-reflection

Facilitators, staff and volunteers shall avoid reinforcing such narratives and shall gently redirect participants toward humility, integration, and self-responsibility.

Projection and Transference

Participants may project parental, divine, romantic, or savior roles onto facilitators or staff.

Signs may include:

- Idealization or excessive attachment
- Seeking approval, validation, or guidance
- Emotional dependency or relational confusion

Facilitators, staff and volunteers shall maintain clear boundaries, avoid encouraging dependency, and gently return authority and meaning-making to the participant.

Post-Ceremony Vulnerability

Participants may experience heightened emotional openness, sensitivity, or identity shifts following ceremony.

Facilitators, staff and volunteers shall recognize that this period may involve:

- Increased suggestibility
- Emotional sensitivity and fluctuation
- Difficulty making major life decisions
- Desire for external guidance or certainty

Facilitators, staff and volunteers shall encourage participants to move slowly, avoid impulsive decisions, and allow time for grounded integration.

7. Crisis & Escalation Protocols

Our Sacred Sanctuary recognizes that, on occasion, participants may experience emotional, psychological, or spiritual distress that exceeds what can be safely supported within the ceremonial or integration container.

This section outlines the appropriate response protocols for situations involving destabilization, safety concerns, or boundary violations.

All facilitators, staff and volunteers are responsible for knowing and adhering to these protocols.

General Principles for Crisis Response

In any situation involving distress or crisis, facilitators and staff shall:

- Remain calm, grounded, and present.
- Prioritize physical and emotional safety.
- Avoid panic, urgency, or dramatization.
- Use the least invasive and least harmful intervention possible.
- Maintain respect for participant dignity and autonomy.

Emotional or Psychological Distress

If a participant exhibits signs of significant emotional or psychological distress, including but not limited to:

- Prolonged emotional overwhelm
- Panic or fear that does not resolve with grounding
- Persistent dissociation or disorientation
- Inability to self-regulate or remain oriented

Facilitators, staff and volunteers shall:

- Offer grounding and containment.
- Provide reassurance and calm presence.
- Reduce stimulation and external input.
- Encourage rest and embodiment.
- Adjust or pause participation as needed.

If distress continues or worsens, participation shall be paused and the participant encouraged to seek external professional support.

Safety Concerns

If a participant poses a risk to themselves or others, including:

- Suicidal ideation or self-harming behavior
- Aggressive or unsafe behavior
- Loss of basic orientation or coherence

Facilitators, staff and volunteers shall:

- Immediately prioritize safety.
- Remove the participant from the ceremonial space if necessary.
- Engage appropriate external support when required.

Facilitators, staff and volunteers are not responsible for managing medical or psychiatric emergencies and shall seek appropriate external assistance when safety cannot be maintained within the container.

Boundary Violations

If a boundary violation occurs, including:

- Inappropriate behavior by staff or participants
- Sexual, emotional, or relational misconduct
- Breach of consent or confidentiality

Facilitators, staff and volunteers shall:

- Address the situation promptly and calmly.
- Remove involved parties from the ceremonial space if needed.
- Ensure that the affected participant receives appropriate support.

Post-Crisis Follow-Up

Following any significant crisis or escalation event:

- The incident shall be documented internally.
- Facilitators, staff and volunteers shall debrief and reflect as a team.
- Participation may be paused or discontinued for involved individuals.
- Referrals to external support may be provided.
- Policies and practices shall be reviewed if necessary.

The purpose of crisis response is not resolution or interpretation, but stabilization, safety, and responsible referral.

All facilitators, staff and volunteers are responsible for knowing and adhering to these protocols. Additionally, all facilitators must read and follow the [Emergency Response Plan](#) to respond to any escalated situations.

8. Integration & Aftercare Boundaries

Our Sacred Sanctuary recognizes integration as a vital phase of the ceremonial process. Integration support exists to help participants reflect, ground, and responsibly incorporate their experiences into daily life.

Integration support is offered as a space for presence, listening, and self-inquiry, not as a space for interpretation, guidance, or meaning-making by staff.

Role of Integration Support

Facilitators, staff and volunteers providing integration support shall:

- Offer compassionate presence and attentive listening.
- Encourage self-reflection, journaling, and embodied awareness.
- Support grounding and practical integration into daily life.
- Normalize a wide range of post-ceremony experiences.
- Hold space without directing outcomes or conclusions.

Prohibited Practices in Integration

Facilitators, staff and volunteers must not:

- Interpret or analyze a participant's experience.
- Assign spiritual meaning, messages, or teachings.
- Offer psychological diagnosis or therapeutic interventions.
- Tell participants what their experience "means" or "was about."
- Suggest specific life decisions, paths, or actions.

Meaning-making remains the sole responsibility of the participant.

Participant Responsibility in Integration

Participants are responsible for:

- Their own interpretation and meaning-making.
- Seeking additional support when needed.
- Engaging in integration at their own pace.
- Making grounded, conscious life decisions.

Facilitators, staff and volunteers shall encourage participants to move slowly and avoid making major life changes or conclusions immediately following ceremony.

Referrals and External Support

When participants require additional support beyond the scope of integration offered by Our Sacred Sanctuary, staff may suggest external resources, including:

- Licensed therapists or counselors
- Mental health professionals
- Integration coaches
- Somatic or body-based practitioners

Facilitators, staff and volunteers shall not present themselves as substitutes for professional care.

Boundaries of Relationship

Ongoing integration relationships must not create dependency, authority dynamics, or emotional reliance.

Facilitators, staff and volunteers shall:

- Maintain clear professional and energetic boundaries.
- Avoid excessive contact or exclusive relationships.
- Encourage autonomy and self-responsibility.

Integration exists to return participants to themselves, not to bind them to facilitators.

9. Ethics, Accountability & Internal Reporting

Our Sacred Sanctuary is committed to maintaining a culture of ethical integrity, transparency, and continuous self-reflection. Ethical conduct and harm mitigation are shared responsibilities held by all facilitators, support staff, and volunteers.

This section outlines the standards and processes for accountability, reporting concerns, and addressing harm within the organization.

Ethical Responsibility

All facilitators, staff and volunteers are expected to:

- Act in alignment with the Core Principles of Sacred Care.
- Maintain honesty, humility, and integrity in all roles.
- Recognize the impact of power dynamics and personal influence.
- Take responsibility for mistakes, misjudgments, or boundary concerns.
- Commit to ongoing self-awareness, reflection, and growth.

Ethical responsibility includes the willingness to receive feedback, supervision, and correction when needed.

Reporting Concerns and Harm

Facilitators, staff, volunteers and participants are encouraged to report concerns related to:

- Boundary violations
- Unethical conduct
- Emotional, psychological, or spiritual harm
- Safety risks or unsafe practices
- Abuse of power or authority

Reports shall be treated with seriousness, respect, and confidentiality.

No individual shall be penalized or retaliated against for raising concerns in good faith.

Internal Review and Response

When a concern or incident is reported:

- Leadership shall review the situation with care and neutrality.
- Relevant parties may be interviewed.
- The primary focus shall be safety, harm mitigation, and accountability.
- Appropriate actions may include mediation, boundary setting, role changes, or removal from service.

Responses shall be proportional, transparent, and aligned with the values and principles of Our Sacred Sanctuary.

Ongoing Evaluation and Evolution

This policy is a living document.

Our Sacred Sanctuary commits to:

- Periodic review of harm mitigation practices.
- Ongoing education and training for facilitators, staff and volunteers.
- Adaptation of policies as the community evolves.
- Honest reflection on blind spots or systemic risks.

The purpose of accountability is not punishment, but integrity, learning, and the continued protection of the sacred container.