**Comfort Clause**

**Use person-first language-** Use people’s preferred language & pronouns. Generally, this mean using identity or person first language, not leading with stigma or illness (e.g., person with a mental health condition vs. mentally ill person).

**Stay engaged-** We want people who want to be here!

**Vegas Rule-** Confidentiality of topics, experiences, and people. What happens in the meeting stays in the meeting.

**Judgment Free Zone-** We respect other opinions, lived experiences, thoughts, and ideas.

**The “Oops & Ouch” Clause-** Give people a chance to apologize when they may have upset someone (“Oops”) & communicate when someone says something that upset you (“Ouch”)

**72-hour Rule-** if it is still bothering you by day 3 it’s time to bring it up to someone!

**Professionalism**- We will conduct ourselves as professionals inside and outside of these meetings.