

JOURNEY INTO MANHOOD A HEALING WEEKEND



Formerly "People Can Change"

by

AGREEMENTS AND LIABILITY RELEASE

1. OVERALL ASSUMPTION OF RISKS:

I voluntarily elect to participate in the Journey Into Manhood experiential personal-growth program ("THE EVENT") by Brothers on a Road Less Traveled (also called "Brothers Road"; formerly named "People Can Change"). In doing so, I expressly accept and assume ALL of the risks that may arise through my participation in THE EVENT, its individual activities and processes, and through my association with the leaders, facilitators, volunteers and other participants, and by my very presence at the site or venue. My participation in THE EVENT is purely voluntary, and I elect to participate in spite of the risks.

Initial: _____

2. PEER-RUN WORKSHOP, NOT THERAPY:

I recognize that THE EVENT is an experiential personal-growth workshop or seminar organized and facilitated by non-professional peer mentors who have relevant life experience and skills. I recognize that THE EVENT collectively and its individual activities and processes do not constitute professional therapy or professional psychological counseling.

I understand that THE EVENT leaders, facilitators and volunteers are not professional therapists or counselors—or in cases where an instructor, facilitator or volunteer happens to be a professional therapist or counselor in his everyday work life—I acknowledge that he is not working in that professional capacity in the course of THE EVENT.

Initial: _____

3. AWARENESS OF CONCERNS EXPRESSED BY VARIOUS PROFESSIONAL ORGANIZATIONS:

I recognize that Brothers on a Road Less Traveled is not, and does not hold itself out to be, a therapeutic organization or as offering any professional mental-health services.

Furthermore, I understand that THE EVENT is designed primarily (but not exclusively) for men who have experienced unwanted or incongruous homosexual attractions and who—for religious, moral or other personal reasons—are intrinsically self-motivated to work toward minimizing or coming to peace with those attractions and/or to otherwise pursue inner healing, brotherhood and personal growth.

I understand that major national and international mental health organizations have expressed concerns about, or outright oppose, efforts to modify sexual orientation, however. For instance, the American Psychological Association has stated that there are "no studies of adequate scientific rigor to conclude whether or not recent SOCE [sexual orientation change efforts] do or do not work to change a person's sexual orientation." I further understand that the APA has stated that some individuals who have engaged in sexual orientation change efforts have perceived benefit while others have perceived harm.

I have read and I understand the above, and nevertheless I voluntarily choose to participate in THE EVENT in pursuit of my own goals and in accordance with my own beliefs and values.

Initial: _____

4. RECOGNITION OF PHYSICAL AND EMOTIONAL RISKS:

By participating in THE EVENT, I voluntarily choose to explore and address issues that may have caused emotional pain or unresolved conflicts in my personal life, particularly in my ability to become the man I want to be. In doing so, I acknowledge the possibility that I may at times during THE EVENT experience some degree of emotional discomfort or distress. I willingly take on that risk in the hope and belief that doing so may ultimately help me move forward in my inner healing and personal growth and development.

I acknowledge that participation in personal growth and development courses and activities involves both known and unanticipated risks that could inadvertently and unintentionally result in physical or emotional injury or damage to me or others. I understand that such risks simply cannot be eliminated without jeopardizing the essential qualities of THE EVENT. These risks include, among other things:

- potential emotional stress or even trauma
- strenuous and vigorous physical, mental, emotional and/or intellectual activity
- the possibility of slips and falls, bruises, sprains, lacerations, fractures, animal bites or stings, concussions
- under extremely unusual circumstances, the possibility of even more severe life-threatening hazards, including the remote possibility of death.

I recognize that THE EVENT leaders, facilitators and volunteers have difficult jobs to perform. They seek safety, but are not infallible. They might be ignorant of a participant's fitness or abilities. They might misjudge the weather, the elements, or the terrain. They may give inadequate warnings or instructions, and the equipment being used might malfunction.

Initial: _____

5. NO COERCIVE OR AVERSIVE PRACTICES; FREE TO "PASS" OR TO LEAVE ALTOGETHER:

I understand that Brothers on a Road Less Traveled and its programs, leaders, facilitators and volunteers do not engage in or support any activities, processes or practices that are manipulative, aversive, oppressive or compulsory in any way. Nor do they coerce or attempt to convince participants to change anything they do not want to change, to address issues they do not want to address, or to alter their religious beliefs, morals or values.

I recognize that I am free to "pass" or to choose to not participate in any given activity or process of THE EVENT for any reason and without explanation or justification. If I feel uncomfortable with any process, or it seems that it will violate my personal beliefs or boundaries in any way, I am welcome to step out of the process and rejoin the group later. I also am free to leave THE EVENT at any time, for any reason, and I understand that none of the leaders, facilitators or volunteers will attempt to compel me to stay against my will, nor unrealistically impede my voluntary departure.

Initial: _____

6. EXPERIENTIAL PROCESSES ARE REVEALED AS THE EVENT UNFOLDS:

I understand that THE EVENT is an experiential program that uses confidential, participatory processes to facilitate self-discovery, understanding and personal growth. I understand that experiential processes are—by definition—designed to be experienced, not explained or analyzed first. Therefore, I am aware that normally I will not be fully apprised of the upcoming agenda and the unfolding processes and activities.

However, if this should cause me distress or distrust, I recognize that I am free to ask THE EVENT facilitators to describe or explain an upcoming process to me before I decide whether or how to participate, and they will privately and respectfully attempt to answer my questions or address my concerns.

Initial: _____

7. HOMOSEXUALITY NOT A MENTAL DISORDER:

I understand that the Brothers on a Road Less Traveled organization does NOT believe and never represents that homosexuality is a mental illness, mental disorder or mental disease. I understand that Brothers Road teachings and programs are NOT based on any assumption that individuals necessarily *should* attempt to change their sexual orientation, nor does Brothers Road support any effort by a third party to compel any person to change his or her sexual orientation against his or her express wishes.

I understand that Brothers on a Road Less Traveled and its programs do, however, support voluntary sexual-orientation change efforts (SOCE) when such efforts are intrinsically self-motivated and not based on shame or other people’s expectations or other outside pressure.

Initial: _____

8. NO GUARANTEES OR ASSURANCES:

I understand that Brothers on a Road Less Traveled offers no guarantees or assurances that participation in its programs will necessarily result in the elimination or reduction of homosexual attractions or a meaningful change in sexual orientation.

I understand that experience has shown that those who have in fact experienced a reduction in the intensity or frequency of their homosexual attractions as a result of conscious and deliberate sexual-orientation change efforts (SOCE) have found that such outcomes typically result from a long-term and ongoing program of personal-growth and development. I understand that, even then, most participants in SOCE have found that some degree of homosexual attractions, homosexual triggers and memories typically remain, perhaps for life, in most cases.

I understand that my experience is likely to be similar.

Initial: _____

9. PERSONAL RESPONSIBILITY FOR MY OWN EXPERIENCE:

I recognize that, ultimately, I am responsible for my experience of THE EVENT, how it may affect me, and the degree to which it may help to effect change, growth and development in my life.

Initial: _____

10. PERSONAL BOUNDARIES AROUND PHYSICAL TOUCH OR HOLDING:

I understand that an opportunity may be provided at certain times in the course of THE EVENT to receive non-sexual “Golden Father Holding” (platonic holding) in small groups of men, under the supervision of THE EVENT leaders, facilitators and volunteers, should I desire to do so. I understand that such processes are done *exclusively* in groups of men, fully clothed, with no sexual touch or sexual context. I recognize that I am free to decline to receive or accept such touch or holding, and I take full responsibility for communicating and maintaining my personal physical and emotional boundaries.

Initial: _____

11. MEDICAL INSURANCE AND FINANCIAL RESPONSIBILITY:

I certify that I have adequate health insurance to cover any injury or damage I may cause or suffer while participating in or present at THE EVENT, or else I agree to bear the costs of such injury or damage to myself. I further certify that I have no medical or physical conditions which could interfere with my safety at THE EVENT, or else I am willing to assume and bear the costs and risks that may be created, directly or indirectly, by any such condition.

Initial: _____

12. AGREE TO HOLD HARMLESS:

I hereby voluntarily release, forever discharge and agree to indemnify and hold harmless:

- the Brothers on a Road Less Traveled organization (previously named People Can Change) and its Journey Into Manhood program
- _____ [camp or retreat center]
- the Brothers on a Road Less Traveled board of directors, council of advisors and other organizational leadership
- the Brothers on a Road Less Traveled executive director, founders and any paid contractors, consultants or staff
- the Journey Into Manhood leaders, co-creators, facilitators, volunteers and assistants, individually and collectively
- and the families, employers, associates and affiliated organizations of all those listed above

from any and all claims, demands, or causes of action that may be connected in any way with my participation in, transportation to or from, or presence at THE EVENT, or use of its equipment or facilities. This includes any such claims that may allege negligent acts or omissions on the part of anyone involved in THE EVENT.

I hereby voluntarily agree to this release on behalf of myself, my children, my parents, my heirs, assigns, personal representatives and estate.

Initial: _____

13. WAIVER OF RIGHT TO SUE:

By signing this document, I acknowledge that if anyone is hurt or property is lost or damaged during THE EVENT, or if I suffer psychological or emotional harm or otherwise am in any way dissatisfied with THE EVENT, that I may be found by a court of law to have waived my right to maintain a lawsuit on the basis of any claim from which I have released THE EVENT, its organizers, leaders, facilitators, volunteers, or participants, as stated in No. 12 above.

If at any point I should dispute the terms of this liability release, I agree that any claims relating to this release shall be settled by binding arbitration in the U.S. state of Virginia or another location mutually agreeable to the parties.

Initial: _____

14. I HAVE READ AND UNDERSTOOD THIS DOCUMENT:

I have had sufficient opportunity to read this entire document. I have read it and I understand it, and I agree to be bound by its terms.

Initial: _____

Signature: _____ Date: _____

Printed Name: _____

Continued on next page

SEXUAL-INTEGRITY AND OTHER AGREEMENTS

1. NO MISREPRESENTATION OR MALICIOUS INTENT:

I certify that I voluntarily choose to participate in Journey Into Manhood because I believe it may be helpful to my own personal growth and development. I am not participating in THE EVENT because of pressure from anyone else. I am not attending under false pretenses or “under cover.” I am not attending in order to “cover,” report on or “expose” THE EVENT, its leaders or participants, nor with the intent to undermine those who support elective transitioning away from homosexuality, or to critique or undermine the work of Brothers on a Road Less Traveled.

Initial: _____

2. TRUTHFUL PERSONAL INFORMATION

I certify that I have given my true name and identifying information and have given truthful statements to written and oral questions from Brothers on a Road Less Traveled and its staff or volunteer workers.

Initial: _____

3. NO SEXUAL ACTIVITY AT THE EVENT

I promise not to engage in any sexual activity, erotic touch or romantic flirtations of any kind with any other man during the time that I am at THE EVENT.

Initial: _____

4. NO SEXUAL OR ROMANTIC CONTACT WITH JIM/BROTHERS ROAD PARTICIPANTS EVER

I promise not to engage in any homosexual or romantic activity of any kind at any time in the future with anyone who is or has been a fellow participant in ANY Brothers on a Road Less Traveled event or program or ANY Brothers Road community.

Initial: _____

5. SELF-REPORTING OF ANY SEXUAL-INTEGRITY BREACH

I understand and agree that, should I breach commitments No. 3 and 4, above, at any time, I will promptly make this known to the executive director of Brothers on a Road Less Traveled. I understand that this is essential in order to preserve the integrity and healing intent of Brothers Road, its events and communities.

Initial: _____

6. REPORTING ANY KNOWN SEXUAL-INTEGRITY BREACH BY OTHERS

I understand and agree that, should I become aware that someone else in the broad Brothers Road community (e.g., another participant or past participant in the Journey Into Manhood program) has breached his commitments to No. 3 or 4, above, at any time, I will promptly make this known to the executive director of Brothers on a Road Less Traveled. I understand that this is essential in order to preserve the integrity and healing intent of Brothers Road, its events and communities.

I understand that if I am subject to any professional ethical or legal requirements that may contradict this agreement, my professional ethical or legal obligations shall take precedence. (For instance, a professional counselor who learns *through his work as a counselor* of a sexual-integrity breach within the Brothers Road community should not report it to Brothers Road if doing so would constitute a professional ethical violation.)

Initial: _____

Signature: _____ Date: _____

Printed Name: _____

CONFIDENTIALITY AGREEMENTS

1. HOLD NAMES, IDENTITIES AND PERSONAL EXPERIENCES CONFIDENTIAL

I agree to forever keep confidential all names and identifying information of those participating in the Journey Into Manhood experiential personal-growth program, whether as participants or leaders, facilitators or volunteers, without their express permission, or unless they themselves have first made public, of their own volition, their personal involvement in the program.

I also agree to forever keep confidential any and all aspects of what others (leaders, facilitators and volunteers as well as participants) experience at THE EVENT and anything they may choose to disclose about themselves.

Initial: _____

2. HOLD EVENT PROCESSES AND ACTIVITIES CONFIDENTIAL

I agree to forever keep confidential all specifics about the actual processes and activities used in the course of THE EVENT. I understand that this is to preserve the confidentiality of the program's processes and activities for others who may participate in the future, so that it may have the greatest possible impact on their lives.

Initial: _____

3. NO PUBLICATION OR REPORTING

I promise that I will not publish, broadcast, report on, or in any other way publicly communicate a description, eye-witness account, or testimonial of what I or others experience at THE EVENT without receiving, in advance of any and every publication or broadcast, the express written permission of the executive director of Brothers on a Road Less Traveled.

This agreement does not preclude me from privately sharing with personal acquaintances and family members my own thoughts and feelings about THE EVENT and how it affected me, if I choose, as long as I do so without violating my commitments to confidentiality regarding people, their experiences and event processes, as noted in No. 2 and 3 above.

Initial: _____

4. SELF-REPORTING OF ANY CONFIDENTIALITY BREACH

I understand and agree that, should I breach these commitments to confidentiality, whether intentionally or unintentionally, I will promptly make this known to the executive director of Brothers on a Road Less Traveled.

Initial: _____

5. DAMAGES

I understand that, given the highly sensitive nature of THE EVENT, and the anticipated disclosures that likely will be made by some of its participants, money damages to Brothers on a Road Less Traveled will certainly occur if the confidentiality agreement is violated. However, the full extent of the damages may be difficult to prove in a court of law.

Therefore, I hereby agree that if I should deliberately or recklessly violate the confidentiality agreement, the damages payable to Brothers on a Road Less Traveled (formerly People Can Change) will be the liquidated and stipulated amount of \$5,000.00, or the amount actually proven in a court of law, whichever is more. I further agree to reimburse Brothers on a Road Less Traveled for any attorneys' fees and taxable court costs incurred by the organization in the event that I violate the terms of this confidentiality agreement, and Brothers on a Road Less Traveled pursues its claim through the courts.

Initial: _____

6. MANDATED REPORTERS

I understand that individuals may be participating in THE EVENT who may be designated, by the legal or ethical requirements of their profession, as “mandated reporters” of suspected abuse. Their obligations under the law about certain specific disclosures take precedence over this confidentiality agreement.

This means, for instance, that if a participant discloses that he abused a child at any time in his past, or is presently doing so, a mandated reporter will be legally required to report this disclosure to legal or child-protective authorities. This requirement does not apply to disclosures by adults of having been the victim of abuse as a child—only to disclosures of having been the abuser.

Mandated reporters must adhere to all other aspects of this confidentiality agreement that are not specifically superseded by mandated-reporter requirements of the law.

Initial: _____

Signature: _____ Date: _____

Printed Name: _____