



THE CANCER NETWORK

WAIVER AND RELEASE OF LIABILITY

In consideration of the risk of injury that exists while participating in Support Groups by The LGBTQIA+ Cancer Network (hereinafter the "Activity"); and IN CONSIDERATION OF my desire to participate in said Activity and being given the right to participate in same;

I HEREBY, for myself, my heirs, executors, administrators, assigns, or personal representatives (hereinafter collectively, "Releasor," "I" or "Me", which terms shall also include Releasor's parents or guardian if Releasor is under 18 years of age), knowingly and voluntarily enter into this WAIVER AND RELEASE OF LIABILITY and hereby waive any and all rights, claims or causes of action of any kind arising out of my participation in the Activity; and

I HEREBY release and forever discharge The LGBTQIA+ Cancer Network, located at 555 N Main St #1089 Providence, RI 02904, their affiliates, managers, members, agents, attorneys, staff, volunteers, heirs, representatives, predecessors, successors and assigns (collectively "Releasees"), from any physical or psychological injury that I may suffer as a direct result of my participation in the aforementioned Activity.

I AM VOLUNTARILY PARTICIPATING IN THE AFOREMENTIONED ACTIVITY AND I AM PARTICIPATING IN THE ACTIVITY ENTIRELY AT MY OWN RISK. I AM AWARE OF THE RISKS ASSOCIATED WITH PARTICIPATING IN THIS ACTIVITY, WHICH MAY INCLUDE, BUT ARE NOT LIMITED TO: PHYSICAL OR PSYCHOLOGICAL INJURY, PAIN, SUFFERING, ILLNESS, DISFIGUREMENT, TEMPORARY OR PERMANENT DISABILITY (INCLUDING PARALYSIS), ECONOMIC OR EMOTIONAL LOSS, AND DEATH. I UNDERSTAND THAT THESE INJURIES OR OUTCOMES MAY ARISE FROM MY OWN OR OTHERS' NEGLIGENCE. NONETHELESS, I ASSUME ALL RELATED RISKS, BOTH KNOWN AND UNKNOWN TO ME, OF MY PARTICIPATION IN THIS ACTIVITY.

I FURTHER AGREE to indemnify, defend and hold harmless the Releasees against any and all claims, suits or actions of any kind whatsoever for liability, damages compensation or otherwise brought by me or anyone on my behalf, including attorney's fees and any related costs.

I FURTHER ACKNOWLEDGE that the Releasees are not responsible for errors, omissions, acts or failures to act of any party or entity conducting a specific event or activity on behalf of Releasees. In the event that I should require medical care or treatment, I authorize The LGBTQIA+ Cancer Network to call 911. I further agree to assume all costs involved and agree to be financially responsible for any costs incurred as a result of such treatment. I am aware and understand I should carry my own health insurance.



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I FURTHER RECOGNIZE that the Releasees will perform a “process recording” once each month to support their Master of Social Work student intern in their academic assignments. A process recording involves creating an audio recording of a short (approximately 15 minute) segment of the peer support group. The student intern then uses the word-for-word transcript of this audio recording to discuss their thoughts, emotions, and questions regarding the recording with their supervisor at The LGBTQIA+ Cancer Network. All personal health information, including support group members’ names, will be de-identified in the process recording. Personal health information will not be shared with anyone outside of the peer support group. Peer support group sessions that contain process recordings will be placed in advance on The LGBTQIA+ Cancer Network support group sign up link. Additionally, I understand all peer support group attendees will be asked to provide verbal assent prior to starting the recording. This is voluntary, and peer support group members are not required to participate in the process recording.

I HEREBY ACKNOWLEDGE THAT I HAVE CAREFULLY READ THIS "WAIVER AND RELEASE" AND FULLY UNDERSTAND THAT IT IS A RELEASE OF LIABILITY. I EXPRESSLY AGREE TO RELEASE AND DISCHARGE The LGBTQIA+ Cancer Network AND ALL OF ITS AFFILIATES, MANAGERS, MEMBERS, AGENTS, ATTORNEYS, STAFF, VOLUNTEERS, HEIRS, REPRESENTATIVES, PREDECESSORS, SUCCESSORS AND ASSIGNS FROM ANY AND ALL CLAIMS OR CAUSES OF ACTION AND I AGREE TO VOLUNTARILY GIVE UP OR WAIVE ANY RIGHT THAT I OTHERWISE HAVE TO BRING A LEGAL ACTION AGAINST The LGBTQIA+ Cancer Network FOR PERSONAL INJURY OR PROPERTY DAMAGE.

To the extent that statute or case law does not prohibit releases for ordinary negligence, this release is also for such negligence on the part of The LGBTQIA+ Cancer Network, its agents, and employees.

I agree that this Release shall be governed for all purposes by The LGBTQIA+ Cancer Network’s law, without regard to any conflict of law principles. This Release supersedes any and all previous oral or written promises or other agreements.

In the event that any damage to equipment or facilities occurs as a result of my or my family's or my agent's willful actions, neglect or recklessness, I acknowledge and agree to be held liable for any and all costs associated with any such actions of neglect or recklessness.

THIS WAIVER AND RELEASE OF LIABILITY SHALL REMAIN IN EFFECT FOR THE DURATION OF MY PARTICIPATION IN THE ACTIVITY, DURING THIS INITIAL AND ALL SUBSEQUENT EVENTS OF PARTICIPATION.



Code of Conduct

Purpose:

To help create a safe, affirming, respectful space for all participants in our weekly LGBTQIA+ cancer peer support groups. All attendees, facilitators, volunteers, and staff are expected to adhere to this code, which helps maintain trust, dignity, safety, and mutual respect.

Guidelines for Behavior:

As a participant, you are asked to:

1. Respect Confidentiality and Privacy

- a. Respect the privacy of others. What is shared in the group stays in the group, unless there is clear consent to share elsewhere.
- b. Do not pressure others to share more than they wish.

2. Respect group ground rules and agreements

- a. Session guidelines will be proposed by the facilitator and fine-tuned by the group at the beginning of every group session. Follow these guidelines once they are set to the best of your ability.

3. Respect fellow participants

- a. Any form of harassment - including verbal, emotional, physical, sexual, or discriminatory behavior - is not allowed. Intentional misgendering of participants, or other forms of intentional negation of gender expression, will be considered harassment. Use of slurs of any kind will be considered harassment. (Note: 'cisgender' is a descriptor, not a slur.)
- b. Any form of bullying is not allowed.
- c. Be mindful of triggering content; when sharing stories or feelings, include a "trigger warning" if describing graphic or potentially distressing content.
- d. If you make a mistake, sincerely attempt to correct yourself and move on.
- e. Respect diverse lived experiences and opinions.
- f. Allow others to share without interruption.

4. Be present and engaged

- a. Arrive on time, participate to the extent you feel comfortable; avoid side conversations or multitasking during group time that can distract others
 - i. Late attendees may be admitted based on the facilitator's discretion

5. Self-care and asking for help.

- a. If at any time you feel distressed, unsafe, or overwhelmed, you are encouraged to take whatever steps are needed to honor and address these feelings. Appropriate actions may include reaching out to the facilitator or staff 1:1, stepping out of the session, muting/turning off video, or taking breaks as needed.



Violation Consequences

Severity of Behavior (Examples)	First response/warning	Escalated response	Possible Outcome
Minor disruption of group discussion (e.g. repeatedly speaking out of turn, side-conversations)	Verbal reminder by facilitator	Private message to clarify expectations	Possible time-out during session; second occurrence → temporary suspension of Zoom link or participation
Insensitive remarks or misuse of language (e.g. accidental misgendering after correction, stepping repeatedly on triggers)	Correction from facilitator; acknowledgment / apology	Written warning; facilitated private conversation	Suspension from one or more sessions; agreed corrective action (e.g. education, reflection)
Persistent boundary violations (pressuring others, ignoring consent)	Private conversation; facilitator mediation	Temporary exclusion or time-out from sessions	Possible temporary ban; <i>conditions for return to be specified</i>
Harassment, threats, hate speech, slurs, or abuse (verbal, physical, or online)	Immediate removal from the group session	Ban from future sessions; reporting to leadership	Permanent ban; possible referral to outside authorities if required
Disclosure of intent to harm self or others, or involving minors in unsafe behavior	Immediate safety checks; facilitator intervention; informing program leadership	Mandated reporting	Engagement with support/mental health services, possible transfer to a separate group session, possible removal from group



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Facilitation and Enforcement

- The **facilitator** is the first point of contact: they issue warnings, moderate groups, document incidents.
- The **Program Manager** reviews serious or repeated violations, determines escalated responses, and maintains records.
- Decisions about bans or permanent exclusion must be accountable: documented reasons, opportunity to respond (unless in emergencies), and clear steps for if/how re-entry is possible.
- All actions taken should be in line with supporting the safety and well-being of the group as a whole.