

NAME: _____



EVENT: _____

REVIEW COPY - DO NOT SIGN

(You will receive a copy by email for electronic signature 4-6 weeks before the workshop.)

AGREEMENTS AND LIABILITY RELEASE

1. OVERALL ASSUMPTION OF RISKS:

I voluntarily elect to participate in the A New Man experiential personal-growth program (“THE EVENT”) by Brothers on a Road Less Traveled (also called “Brothers Road”). 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 any risks, known or unknown.

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, psychological counseling, or mental health interventions.

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

I understand that THE EVENT leaders, facilitators and volunteers are not professional therapists or counselors—or in cases where an instructor, facilitator or volunteer may happen 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. 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 inner conflicts in my life. 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
- and, 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: _____

4. NO GUARANTEES OR ASSURANCES:

I understand that Brothers on a Road Less Traveled offers no guarantees, assurances, or expectations that participation in its programs will necessarily result in the desired or hoped-for outcomes, whether short- or long-term, that participants may seek.

Nor does Brothers Road state, suggest, or imply that not experiencing the desired or hoped-for outcomes indicates any kind of personal failure or weakness or insufficient effort on the part of any individual.

Initial: _____

5. 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 or may not help to effect personal growth, inner healing, and development in my life, potentially depending in part on whatever follow-up I may or may not choose to pursue.

I also accept responsibility for voicing to the facilitators or leaders of THE EVENT any concerns that may arise in the course of my experience at THE EVENT or subsequently and for taking reasonable steps to promptly address any such concerns.

Initial: _____

6. 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: _____



7. 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: _____

8. PERSONAL BOUNDARIES:

I take full responsibility for communicating and maintaining my personal physical and emotional boundaries. I understand that facilitators or other participants may at times offer platonic hugs or other platonic physical signs of affection (such as offering an embrace during “inner child” processes). I am free to accept or decline physical contact at my own discretion, and I understand that the facilitators will respect my personal boundaries.

Initial: _____

9. 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: _____

10. 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 and its A New Man program and other Brothers Road programs
- _____ [camp or retreat center]
- the Brothers on a Road Less Traveled board of directors, advisory council, other organizational leaders, founders, executive director, administrators, program creators, program volunteers, program facilitators, paid contractors, consultants, and assistants, individually and collectively
- and the families, employers, associates, and any affiliated individuals or 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: _____



11. 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. 10 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: _____

12. RISK OF EXPOSURE TO COVID-19 AND RELATED HEALTH RISKS

I acknowledge that an inherent risk of exposure to COVID-19 exists in any public place where people are present.

THE EVENT normally involves opportunities for close interaction with others. I understand that I am free to pass or participate according to my own personal physical and emotional boundaries and that I am responsible for making those boundaries known. I understand that THE EVENT organizers, staff and volunteers cannot and do not guarantee that I will not be exposed to COVID-19 or other viruses.

By attending THE EVENT, I voluntarily assume all risks related to exposure to COVID-19 and agree not to hold Brothers Road, the camp facility, or any of their directors, officers, employees, agents, contractors, or volunteers liable for any illness or injury.

Initial: _____

13. 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: **REVIEW COPY - DO NOT SIGN** _____ Date: _____

(You will receive a copy by email for electronic signature 4-6 weeks before the workshop.)

Printed Name: _____



SEXUAL-INTEGRITY AND OTHER AGREEMENTS

1. NO MISREPRESENTATION OR MALICIOUS INTENT:

I certify that I voluntarily choose to participate in A New Man because I believe it may be helpful to my own personal growth and development. I am not attending under false pretenses or in order to “cover” or report on THE EVENT or to critique or undermine the work of Brothers on a Road Less Traveled.

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: _____

2. NO SEXUAL OR ROMANTIC CONTACT WITH OTHER BROTHERS ROAD PARTICIPANTS EVER

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.

I promise not to engage in any sexual or romantic activity of any kind at any time in the future with any man 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: _____

3. SELF-REPORTING OF ANY SEXUAL-INTEGRITY BREACH

I understand and agree that, should I breach commitments No. 2, 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: _____

4. 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 A New Man program) has breached his commitments to No. 2, 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: _____

Note: You can report sexual-integrity concerns through <https://brothersroad.org/integritydisclosure/> (with an option for anonymity) or by contacting Rich Wyler, director of Brothers Road, at 1-434-227-9346 or richwyler@brothersroad.org.



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 A New Man program — whether as participants or leaders, facilitators or volunteers — unless I first receive their express permission to divulge this information to specific individuals, or unless they have already publicly disclosed their involvement with the program or the Brothers Road community.

I also agree to forever keep confidential any 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 there.

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 is more likely to have the most positive impact on their lives.

Initial: _____

3. NO RECORDING, PUBLICATION OR REPORTING

I promise that I will not make any type of audio, video or written recording or transcription of any portion of the event or of anyone or anything at the event using any type of technology or any type of recording device. Only personal, hand-written notes for my own private use are allowed.

I promise that I will not publish, broadcast, live stream, 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 described 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 this 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 will be the liquidated and stipulated amount of US\$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 professions, 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 or the ethical commitments of their professions.

Initial: _____

Signature: **REVIEW COPY - DO NOT SIGN** _____ Date: _____
(You will receive a copy by email for electronic signature 4-6 weeks before the workshop.)

Printed Name: _____

