



**Identity, Inc.**

**Terms and Conditions for Online, Video Conference and/or Telephonic Group Participant Agreement**

By using Identity, Inc.'s digital, video conference and/or telephonic support groups, you agree to the following Terms and Conditions and you affirm that you have read and understand the full document.

**Be Cautious: Your Privacy May Be At Risk**

Identity, Inc.'s Digital, Video Conference and/or Telephonic Support Community (collectively known as online support groups or on-line support community) is intended to be a private, invitation only program. It is important to understand that while Identity, Inc. does not record meetings, meeting invitations may be shared by other participants, and as such meetings may be recorded by others through mechanisms unrelated to Identity, Inc., and images may be captured by others through mechanisms unrelated to Identity, Inc.. While Identity, Inc. strives to provide private, invitation only programming through on-line, video conference and/or telephonic virtual mediums, Identity, Inc. does not guarantee complete confidentiality of participants' identities. As such, by utilizing Identity, Inc. on-line, video conference and/or telephonic support groups, you voluntarily agree to release Identity, Inc., its interns, staff, employees, board members and officers, volunteers, attorneys, agents, representatives, affiliates, successors-in-interest, and assigns (Providers) from all liability, in excess of the applicable limits of any insurance providing coverage to any Provider, for injury, death, or other loss or damage that may arise out of or result from the activity outlined herein, including all liability that may result from the negligence of the Providers, or any other person involved in this activity.

This Agreement is binding upon your heirs, executors, administrators, and assigns. The laws of the State of Alaska govern this Agreement, and any dispute or claim arising out of this Agreement or the activity specified herein shall be had exclusively in the United States District Court for the District of Alaska. If any provision of this Agreement is held in whole or in part to be unenforceable for any reason, the remainder of that provision and of the entire Agreement will be severable and remain in effect. This Agreement contains the entire understanding and agreement between you and Identity, Inc..

Our on-line support groups offer a great way to connect with fellow community members in similar situations. Fellow group participants can be amazing sources of support and strength. Participation is key among members as it helps establish connections to one another and provides a forum for sharing coping skills and resources.

Each of Identity, Inc.'s online support groups is managed by its respective program facilitator . Your group facilitator will be there to listen, provide encouragement, and offer

suggestions that may be helpful to the group. Additionally, your group facilitator will be able to connect you with relevant resources should you desire more individualized support.

While we understand that many topics may arise during online support groups, Identity, Inc. cannot provide legal or medical advice and will only provide legal and medical referrals to LGBTQ friendly attorneys and healthcare providers to the extent possible.

To become a member of our on-line support community, please follow the appropriate group meeting link and introduce yourself to the facilitator once logged in. If you want additional information about that particular group follow the email address listed under the Identity, Inc.'s website for that particular group facilitator. <https://identityalaska.org/>

### **Online Support Group Participation Guidelines**

Identity, Inc. encourages all points of view, please remember that everyone comes to a group with different experiences and feelings. If you have concerns, please bring it up in the group or with the group facilitator. Often, when you voice your concerns you will find that other members feel similarly.

Online Support Groups require that we pay attention to our communication styles somewhat differently than if we were talking with each other face to face. It is easy to misinterpret a comment without the clues of facial expressions, body language and vocal inflections. The below are guidelines that can help make your message come across as you had intended. We ask that you take these guidelines into consideration when participating in our on-line program.

### **When You Participate**

- Please be respectful of the confidential nature of this online program and the topics shared by fellow group members.
- Please identify yourself by your first name at the beginning of each group session.
- Please keep your telephone and/or computer microphone muted when not speaking to reduce everyone's background noise and static feedback.
- Please do not use this online program while under the influence of drugs or alcohol.
- Please do not share personally identifying information.
- Please consider how someone else may feel when listening. While we encourage all points of view, we also need to pay attention to how others may perceive us.
- Laughter is one of the world's best medicines, and we want you to share what makes you giggle. However, please be cautious when using sarcasm and humor. Without cues such as voice tone, "subtle" humor can be easily misinterpreted and can sometimes be offensive despite the best of intentions.

- We are all unique and special individuals. By bringing together differing opinions we become more open to finding new ways to cope with our situations. Please respect the opinions of others even if you do not agree. Consider using first person language such as: "I have been thinking about \_\_\_\_", "I feel like \_\_\_\_", "I believe that \_\_\_\_", "For me, \_\_\_\_ has worked well."
- Please be respectful of one another's belief systems. All denominations, religions and spirituality can offer solace, strength and hope. Identity, Inc.'s online programs are offered for all beliefs systems. Please feel free to share how your spirituality has helped you cope. Fellow members may perceive their own spirituality differently from yours. Please keep your comments regarding spirituality centered on what helps you cope.
- While participating in Identity, Inc.'s on-line support community, refrain from comments that may be interpreted as offensive, or sexual in nature, this include swearing, politically negative language, and donation requests for personal gain. Identity, Inc. reserves the right to remove participants that do not advance the inclusive and safety of the group.

Non-adherence to any of the above guidelines may result in removal of your participation privileges from future on-line community groups.

Please help us to keep our program a safe space for you and fellow members.

Please be aware, under federal, state and local laws, confidentiality has limitations. If your on-line group facilitator determines that you plan to seriously harm another person or yourself, your facilitator is mandated by law to inform appropriate reporting entities, such as law enforcement, to prevent serious harm to yourself or others. Similarly, any concerns of physical, emotional, or sexual abuse to minors, elders and people with developmental disabilities must be reported to authorities. As a volunteer of Identity, Inc. your group facilitator is a mandated reporter and must abide by all applicable laws.

This program is designed to be a safe place for you to feel heard, understood and supported. We encourage you to provide feedback regarding your group experience to the contact information below.

**Identity, Inc.**

**907-929-4528**

**info@identityinc.org**

Identity, Inc. does not provide 24-hour services, nor do we have a 24-hour hotline. This makes us unable to handle requests for immediate help in crisis situations, such as if you are feeling suicidal or in need of immediate assistance due to emotional crisis. If you are feeling like you are in crisis and want immediate attention, please call the following organizations that can help.

**LGBTQ Elder Hotline**

**877-360-5428**

**<https://www.sageusa.org>**

**Trans Lifeline**

**877-565-8860**

**<https://www.translifeline.org>**

**Trevor Lifeline**

**866-488-7386**

**<https://www.thetrevorproject.org> Hours:**

**Identity Help Line**

**907-258-4777**

**6 pm – 11 pm, 7 days a week**

**National Suicide Prevention Lifeline**

**800-273-8255**

**<http://www.suicidepreventionlifeline.org/>**

**National Hopeline Network**

**800-784-2433**

**<http://www.hopeline.com>**