

## **LGBT Ally Training Ground Rules**

### **Be Here Now**

Make this training your job for the day. Please turn off cell phones and beepers and try not to leave the room to do work-related business.

### **Maintain Confidentiality**

Whatever is said in this room should stay in this room. Please feel free to share your own experiences, insights, and feelings about the training with others, but do not share other participants' comments without their consent.

### **Give Amnesty**

It is often difficult to participate in a training when colleagues and/or supervisors are also involved. For this reason, we ask that information shared in this room not be used outside of the training.

### **Participate, Do Not Dominate**

This training will be most successful if we have the participation of everyone in the room. Please be mindful of other people as you share your insights and opinions throughout the course of the training.

### **Speak Only for Yourself**

Recognize that your experiences and viewpoints are not necessarily shared by others, even people who have a similar background or identity. You therefore should use "I" and not "we" statements.

### **Treat Others with Respect**

Being treated with respect not only means politeness, but also using the appropriate language to refer to LGBT people, such as saying "lesbian and gay" rather than "homosexual," and "crossdresser" rather than "transvestite."

### **Be Open to Hearing Other Points of View**

There is a possibility that you may hear information that is contrary to what you currently believe about this topic. In fact, this topic may be difficult for many participants. Please allow yourself to be challenged during the training.