



## **IPEC GRIEVANCE POLICY** At the Intimacy Professionals Education Collective

(IPEC), we believe in transformative methods of conflict resolution that center accountability over disposability, non-violent communication, repair and continued learning. For that reason, we ask and deeply encourage our community to hold us accountable to the mission, vision and values statements that we aim to center ourselves around.

### **OUR MISSION**

At Intimacy Professional Education Collective, we are committed to providing top-notch education and training for intimacy professionals and anyone looking to create safer spaces. Our courses are designed to fit your needs, whether you are a working professional seeking to elevate your career, or starting step one of a new adventure. Our team of experienced professionals is dedicated to helping you succeed.

### **OUR VISION**

At IPEC, our vision is to uplift and support every professional's individual growth in the expanding field of intimacy and consent, recognizing the progress and discoveries already made on the way. We are continuing to explore inclusive and progressive practices, and further engaging in institutional and structural changes within the entertainment industry. We want to become an open resource to the community and industry, a network of peers, all believing that embodied consent is a path for creating art that best supports all involved.



## **OUR CORE VALUES**

- People First
- Radically Accessible
- Community Building
- Dynamic Education

## **ACCOUNTABILITY OVER DISPOSABILITY**

We are all capable of harm, just as we are all survivors of harm. At IPEC, we acknowledge the importance of actively engaging in and learning from failure. By centering accountability in our work, we actively divest from the prison industrial complex that values punishment over growth. Instead, we center ourselves around the understanding that we will all continue to fail, continue to learn and continue to grow in this work.

We at IPEC use accountability as a reminder that we are all in a constant state of learning and unlearning, that our identities can hold power and privilege in the spaces we lead, and that justice thrives in the discomfort of conflict and repair.

## **NAVIGATING CRISIS**

We encourage any learner at IPEC to join us as we invest in self-accountability resources and self-compassion practices that align with our commitment to acknowledging the full breadth of what it means to be a person in space.

Throughout the IPEC curriculum, there will be content that may be activating and / or specifically impactful for our learners, especially those who are members of the Global Majority, Queer, Trans, and/or those who are Survivors of harm.

As you move through our spaces, we encourage you to engage in outside mental health and survivor resources, including but not limited to:



- [The Fireweed Collective's "Navigating Crisis" Toolkit](#)
- [The Four Bodies: A Holistic Toolkit for Coping With Racial Trauma](#)
- [The Trans Vitality Toolkit](#)

## **ACCOUNTABILITY PROTOCOL**

We take your grievances very seriously. For that reason, we offer a direct line of communication to our team members via email at [IntimacyProfessionals@gmail.com](mailto:IntimacyProfessionals@gmail.com) or via virtual spaces such as Zoom and Google Meet. We encourage participants to reach out to their IPEC team facilitator directly to find support, resolution and care surrounding their grievance. However, if a resolution cannot be reached with the facilitator directly, please adhere to the following protocol:

1. Contact our Director of Accessibility and Inclusion, Chels Morgan, via email at [mxcmeducation@gmail.com](mailto:mxcmeducation@gmail.com) with your grievance. If you are taking a course with Chels, please contact our Director of Finance & Administration, Jonathan Rubin, via email at [fireandicemovement@gmail.com](mailto:fireandicemovement@gmail.com).
2. Chels Morgan / Jonathan Rubin will review the grievance and discuss the concern with the facilitator(s) involved.
  - a. Please allow 3 to 5 business days for this process before we reach out to you again with a resolution and/or further action.
    - i. This further action may look like a request for more time and space to process and to address the grievance with accountability and care.
3. An accountability process for the facilitator who caused the harm will begin and resources for the impacted party will be shared according to the needs / wants of those impacted by the harm.



- a. This process will include active engagement with the actions that caused the harm, self-compassion and care practices, intentional apology and continued embodied practice aimed at ensuring future changed behavior.
  - b. A conversation with the impacted person(s) is encouraged during this process, but is not required. As with all things, engagement is centered around consent, community building, and trust.
  - c. If discussion with legal representation or counsel is needed by either party, that will be welcomed during this process.
  - d. **Refund Policy:** While refunds are at the sole discretion of IPEC leadership, if you believe that a refund is a supportive and/or necessary step towards helping heal the harm described in your grievance, please let us know that is a course of action you would like for the IPEC team to consider.
4. A form of community-centered relationship repair will be established within 45 days of receiving the initial grievance.

## **ANONYMOUS REPORTING**

If you prefer to report your grievance anonymously, you may do so via the following [ANONYMOUS REPORTING](#) form. Please note that the same conversations and accountability processes will take place internally if concerns are brought to us anonymously. However, this process will not be shared with the impacted party and the identity of the impacted party will remain unknown to the IPEC team.



## **A NOTE ON POSITIONALITY**

IPEC's curriculum centers the lived experience of the Global Majority, the Queer and Trans community, and Disabled and Neurodivergent people with the acknowledgement that we all are survivors of harm. For that reason, any grievance that takes the form of disguised white supremacy, anti-Blackness, homophobia, transphobia, ableism, or discrimination of any kind will be met with education and resources detailing how the grievance upholds systems of oppression and/or the prison industrial complex.

This may look like claims of reverse-racism, ableism that centers the comfort of non-disabled people, and/or transphobia that centers the experiences of cisgender people. This is because the reverse of racism is radical acceptance and systems that care for the most impacted members of our communities care for us all.

## **THANK YOU!**

Thank you for holding us accountable to our vision for what this work can be. We look forward to continued community with you all as we collectively work toward inclusive, progressive and accessible intimacy education.