



Belong: Fox Valley – Peer Group Guidelines

Our Commitment

Belong: Fox Valley exists to create safe, welcoming, and affirming community spaces for LGBTQIA+ people of all ages and their families. Our events are designed to foster connection, mutual support, and a sense of belonging across the Fox Valley region.

We believe that safety—physical, emotional, and psychological—is foundational to belonging. These guidelines establish shared expectations for behavior so that all participants can engage authentically and without fear of harm, harassment, or exclusion.

The purpose of Belong: Fox Valley shall be to enhance and contribute to the acceptance and belonging of LGBTQIA+ people in our community, to promote inclusion in all aspects of community life, and to provide safe and welcoming spaces for LGBTQIA+ people and allies to gather.

Our Code of Conduct

Belong: Fox Valley has a general Code of Conduct which governs all of our events. This code of conduct is available on our website for our community members. Please visit www.belongfoxvalley.org/policies to see this document in its entirety.

Additional Guidelines for Peer Groups

- One person speaks at a time (no cross talking)
- We encourage quieter folks to speak up, and more talkative folks to help make space
- Use appropriate and respectful language
- Respect people's identities, choices, experiences, and feelings
- Assume best intent, and try to be understanding that sometimes people make mistakes
- Confidentiality is critical. What is said in the group stays in the group
- Share from your own experience and use "I" statements
- Take care of yourself, whatever that may look like (ex: take bathroom breaks, stretch, drink water)
- Peer groups are not a replacement for therapy, medical care, or crisis intervention
- Although Belong usually allows allies to attend our events, peer groups are strictly for members of the community who are seeking connection
- Disruptive, disrespectful, or abusive behavior may result in removal from the group