



# Welcome to Elemental Psychedelics and thank you for your interest in training with us!

## Elemental Mission and Values

Elemental's psilocybin mushroom journey facilitator training program aims to bridge conventional clinical paradigms and practice with safe, ethical, and respectful psycho spiritual psychedelic work. At Elemental, we place a high value on ethical and competent psychedelic care and we strive to create safe spaces for providers who are passionate about their role as stewards and custodians to deepen their personal relationship within this emerging field.

Our facilitator training program values and emphasizes the tenets of:

- *Honoring our Gifts:* We strive to support students in integrating all of who they are into solid ground for their unique offering to the communities they serve. Elemental considers students' own shadow work, light work, ability to embrace paradox, and personal transformation as paramount to developing the skills for holding space and facilitating medicine journeys for others.
- *Safety:* We strive to create safe physical and energetic containers for students that include clear agreements, boundaries, and communication.
- *Experiential Education:* We emphasize the importance of multiple, ongoing opportunities for supervised experiential practice so that students may explore and deepen their personal relationship with altered states work.
- *Community of Support:* We strive to enhance students' felt sense of a community of support to continue to build their identity, skills, and practice with facilitation. This also includes ongoing opportunities for individual and group consultation and supervision.

### Why "Elemental"?

A teacher of one of our founder's (Dori Lewis, LPC) from the Zapotec lineage in Mexico taught her that in order to hold the wisdom of the mushroom medicine, we must be in relationship with and be able to call in the four elements: earth, fire, water, and air. Dori has taken that teaching into her life and work and woven this into Elemental Psychedelics. At Elemental, we believe that returning to the basic and essential elements that make up all of life are what offer us a pathway to reconnect with our purpose, to listen, and to come back into our role of custodians. We do not offer a step by step or manualized process to mold students into a gold standard version of a natural medicine facilitator, but rather the Elemental program aims to offer students the building blocks that allow you to organically grow and develop into your role as an authentic and embodied practitioner who is a flexible steward of this medicine in an emerging field.

## **Program Options and Objectives**

The psilocybin mushroom journey facilitator training program is open to individuals in clinical and non-clinical, wellness roles in the health, healing, and helping fields. All program options are designed to meet the learning objective requirements for 150 educational hours and 40 supervised practice (practicum) hours outlined in the State of Colorado's natural medicine facilitator licensing program.

### *Full Clinical Track*

Elemental's full clinical track is designed for licensed therapists, social workers, nurse practitioners, psychologists, psychiatrists, and other Colorado-licensed clinicians in the health or mental health fields who need to complete all 150 educational hours for facilitator licensure. Applicants for the clinical track should hold an active and valid license in Colorado to practice any of the following: Psychologist, LSW, LCSW, MFT, LPC, LAC, MD, DO, APN, NP, or PA. The clinical track includes all of the essential competencies and embodied practices of psilocybin mushroom journey facilitator training with particular attention to the context of clinical work. For example, clinicians will learn how to integrate psilocybin mushroom journeys into their existing clinical modalities and skill sets, understand the state of the research on psilocybin mushrooms for various clinical indications and contra-indications, and explore the potential benefits, risks, and safety considerations related to working with clients who present with symptoms associated with trauma, depression, suicidality, anxiety, and other common mental health concerns.

### *Full Wellness Track*

Elemental's full wellness track is designed for individuals from a variety of backgrounds in the health, wellness, and healing arts including yoga instructors, life coaches, massage therapists, meditation teachers, doulas, energy workers, reiki practitioners, registered nurses, and other similar practice backgrounds. Individuals registering for the full wellness track will complete all 150 educational hours for facilitator licensure. The wellness track includes all of the essential competencies and embodied practices of psilocybin mushroom journey facilitator training with particular attention to the context of non-clinical work. For example, wellness practitioners will learn how to screen, assess, refer, and collaborate with other providers in order to ensure participant safety and an appropriate scope of practice.

### *Accelerated Track*

Elemental's accelerated track is designed for licensed clinicians or wellness practitioners who have completed at least 50 hours of prior psychedelic therapy or support training that covers the learning objectives required in the state of Colorado's Natural Medicine Rules. Students who are accepted into Elemental's accelerated track can complete a reduced number of educational hours. It is important to note that students are responsible for compiling and submitting their educational portfolio to DORA directly for Accelerated Licensing consideration.

### *Supervised Practice / Practicum*

The purpose of practicum is to provide students supervised practice opportunities to experience, observe, and/or co-facilitate natural medicines sessions in a safe and supportive learning

environment. Supervised practice is designed to support students' integration of knowledge, values, skills, and practice behaviors within the framework of safe and ethical natural medicine facilitation within students' scope of anticipated licensure. Elemental's supervised practice opportunities are completed in-person at single day intensives, called Practice Circles, and include virtual group consultation following each Practice Circle. Students may complete 40 hours of supervised practice through their choice of multiple Practice Circles scheduled at regular intervals between April 2025 and August 2025. Practice Circles are held in-person, rotating between locations in Fort Collins, Lyons, and Denver. Each Practice Circle provides 6 hours of supervised practice where students will experience, observe, and/or co-facilitate natural medicines sessions in dyads and/or group administration with the support of qualified training faculty. Each in-person Practice Circle is accompanied with 2 hours of virtual group consultation. To complete all 40 hours of practicum, students will need to complete 5 Practice Circles and 5 consultation groups. Supervised practice provides students an opportunity to integrate knowledge, values and skills within the program's competences and corresponding practice behaviors in a supervised and monitored practice setting.

In addition to Practice Circles, students may also complete their 40 hours of practicum, in whole or in part, via a limited number of practicum placements at partnered clinical agencies in Fort Collins, CO.

#### *Ongoing Supervision, Consultation, and Continuing Education Opportunities*

Elemental offers students the opportunity for ongoing individual or group supervision and consultation as part of ensuring ongoing professional competence and trainee licensure requirements. Colorado requires persons who have completed their 150 educational hours to apply for a training license and complete a minimum of 50 hours of consultation over 6 months before full licensure is granted. Elemental offers virtual professional consultation for both clinical professionals and wellness practitioners as an optional addition to the facilitator training program. Virtual consultation groups will be offered weekly starting in March 2025 with up to 10 trainees per group. Individual consultation with a distinguished educator is also available at an hourly rate. Consultation includes discussion of ethical issues that arise in licensees' work as facilitators and structured evaluation addressing the following competencies: non-directive approach, relational boundaries and use of touch, cultural competence, non-ordinary states of consciousness, self-care, and ethics. Documentation of consultation hours and activities will be provided to trainees to fulfill the requirements of full licensure.

Elemental also offers ongoing continuing education opportunities virtually and in-person for students seeking to deepen their skills and competencies in particular areas. For example, continuing education opportunities include specialized training on processing grief in natural medicine facilitation, natural medicines within mythic traditions, or couples work with natural medicine, among other special topics.

## *Program Objectives*

Full clinical and full wellness program options are designed to meet the 150 hours of educational content as outlined in the training program requirements of Colorado's Natural Medicine Rules.

Specifically, Elemental's training program options meet these required learning categories:

- Facilitator best practices (5 hours)
- Ethics and Colorado natural medicine rules and regulations (25 hours)
- Relational boundaries and introduction to physical touch (10 hours)
- Physical and mental health and state (25 hours)
- Effects, contraindications, and interactions (5 hours)
- Indigenous, social, and cultural considerations (10 hours)
- Introduction to trauma-informed care (10 hours)
- Introduction to suicide risk (5 hours)
- Screening (5 hours)
- Preparation (10 hours)
- Administration (10 hours)
- Integration (10 hours)
- Group facilitation (10 hours)
- Facilitator development and self-care (10 hours)

Alongside the required objectives, Elemental's psilocybin mushroom journey facilitator training particularly emphasizes these skills and objectives:

- Ability to sit and "be with" a range of client/participant experiences during an administration session
- Cultivating a sense of deep personal relationship with one's own inner landscape and the mushroom journey space
- Embodied experience with non-appropriative ceremony and the importance of creating well-held containers
- Internalizing the ethics surrounding psychedelic care, risks, power, and avoiding harm
- A high bar of integrity as members of psychedelic medicine community
- A deep sense of respect for the awe, mystery, and animate forces that natural medicine work is held within
- A deep sense of the responsibility of custodianship for clients/participants, to the social movements that facilitator work is connected to, and to the land that we reside on

## Eligibility Criteria

Minimum requirements to be eligible for the psilocybin mushroom facilitator training include:

- Age 21+
- Resident of the United States
- High School diploma or equivalent
- Background in health, healing or wellness professions (for persons applying for original facilitator licensure)
- Professional license in good standing (for persons applying for a clinical facilitator license)

## Is the Elemental Program Right for Me?

There are a number of facilitator training programs out there and we want prospective students to feel like they are choosing the program that is best for their learning needs, priorities, and commitments. In considering if the Elemental program is right for you, consider where you are within the following qualities and characteristics:

- You have a background or prior experience in the health, healing, or helping fields
- You have prior personal experience working with altered states
- You wish your natural medicine practice to also be a path to discover and connect more deeply with whatever you believe to be sacred
- You are open to the psycho spiritual and transpersonal aspects of natural medicine, beyond a narrow focus on clinical symptom improvement or neurological benefits of these medicines
- You are open to “not knowing,” you appreciate paradox, and you demonstrate humility in regards to “the unknown” and vast Mystery
- You are a well trusted person who maintains healthful relationships within your community
- You are a dedicated psychonaut who is ready to take your skills and experiences in a helping direction
- You are willing to learn, to grow, to be uncomfortable, to look within, and to access vulnerability
- You have awareness of your social positioning in regards to experiences of privilege or oppression and maintain a personal commitment to examining your positionality, impact, and responsibilities
- You have supportive relationships around you (personal relationships, regular engagement with therapy, and so on) and an internal sense of readiness to make the time and energy investment for a demanding training program

## **Program Agreements**

Elemental values a high degree of participation and engagement in virtual and in-person learning and practice as part of overall student learning. During all interactions, students are expected to conduct themselves with integrity, courtesy, and respect. Upon acceptance into the program, students will be asked to confirm their understanding and acceptance of the following agreements:

- I will strive to remain open to learning and engaging in conversations from a place where I am willing to be changed by what I hear
- I am willing to offer my full attention during training calls, including keeping my camera on during live calls
- I strive to embody a space of 'not knowing' and 'unknowing,' and recognize that there will be a lot of expertise distributed amongst the group
- I am willing to respect the mystery contained within natural medicine work and to approach psilocybin mushroom practice with respect and humility
- I am willing to travel into difficult spaces within myself (pain, grief, darkness, shadow) as part of my own growth and development
- I am willing to let humans be humans, acknowledging that people have bad days, bad moods, etc. I will have compassion, patience, and grace with other students and colleagues in the program
- I am willing to let go of perfectionism both for myself and for others in the program. I am willing to start where I am at and with what I have, and I can do the same for others
- I agree to personal responsibility. We are each accountable for the energy we bring into the group and for our reactions. This is not a space for blaming others or saving others.
- I am willing to take direction and feedback from the faculty who are there to support my learning and growth
- I agree that this is a space of openness where cultural, religious, historical, generational, societal, and personal differences are respected without judgment, criticism, or harm
- I am willing to put my best foot forward with an open mind and an open heart for what is to come
- I confirm I am able to attend all in-person program dates and participate in weekly virtual live calls

## **Application and Admissions Process**

Elemental values small cohort experiences and therefore maintains a highly selective admissions process. Elemental will admit those applicants that demonstrate a strong commitment to inner personal work, prior experience in the health and healing fields, a strong commitment to ethics, and values-aligned practice. Applicants must be able to meet the emotional requirements of the program and possess a capacity to develop positive interpersonal relationships.

Interested students should submit their application and \$50 non-refundable application fee. Please note that incomplete applications will not be considered for admission. After submitting their complete application, prospective students will be notified within 30 days that either: 1) they are being invited to complete the second part of the admissions process by scheduling a 30-minute virtual interview with a program member, or 2) their application into the program has

not been accepted. Following a completed application and interview, offers of admission will be made on a rolling basis until the enrollment maximum is reached.

Applications, interviews, and admissions are completed on a rolling basis until the program enrollment maximum is reached. Applicants are highly encouraged to apply early for priority consideration.

Upon applying for the program, applicants will be asked to submit the following information:

*Full clinical program applicants*

- A resume or CV that includes information regarding
  - Active licenses you hold and the state you hold them in
  - Educational background, including graduate and post-graduate training and certificates
  - Number of years in clinical practice
  - Any prior psychedelic therapy or support training completed, including listing the training organization, dates, and hours of training completed
- Brief description and number of hours of any prior experience facilitating altered states work, either psychedelic or non-psychedelic altered states.
- Brief description of your current clinical practice and your clinical experience working with mental health diagnoses and symptoms in adults.
- A statement of interest in Elemental's training program that shares your intention and purpose for applying to this program at this time in your career.
- Brief description of your support system and what therapies, treatments, or healing paths have you engaged as part of your own journey.
- Essay question about how you have recognized privilege and/or oppression in your professional and/or personal life and describing your response.
- Confirmation of your ability to attend in-person program dates and to meet the program financial commitments and program agreements.
- Disclosure of any licenses, certificates and/or insurance withheld or revoked due to regulatory or ethical violations

*Full wellness program applicants*

- A resume or CV that includes information regarding
  - Educational background and any post-graduate certificates completed
  - Any prior psychedelic therapy or support training completed, including listing the training organization, dates, and hours of training completed
- Brief description and number of hours of any prior experience facilitating altered states work, either psychedelic or non-psychedelic altered states.
- Brief description of your present career or work.
- Brief description of you see this facilitator training program adding to or changing your career path.
- A statement of interest in Elemental's training program that shares your intention and purpose for applying to this program at this time in your life.



- Brief description of your support system and what therapies, treatments, or healing paths have you engaged as part of your own journey.
- Essay question about how you have recognized privilege and/or oppression in your professional and/or personal life and describing your response.
- Confirmation of your ability to attend in-person program dates and to meet the program financial commitments and program agreements.

### **Program Structure and Dates**

The Elemental psilocybin mushroom facilitator training is a hybrid program consisting of weekly readings and assignments, weekly live virtual classes, in-person workshops, and in-person practice retreats. See Table 1 below for important program dates and Table 2 for the training program schedule. Note that all dates remain tentative and may be adjusted based on the timeline for training program approval by the state of Colorado.

*Table 1. Important Program Dates*

June 24, 2024 at 6:00pm Mountain	Free Virtual Informational Session
June 25, 2024 - July 15, 2024	Pre-enrollment period is open; Prospective students may submit an application and a \$50 non-refundable application fee
August 10, 2024	Deadline for students to accept offers of admission; \$750 non-refundable deposit due*
October 4, 2024	Program Begins

\*Program deposit is non-refundable unless the program is canceled; In the case of program cancellation by Elemental, this deposit will be refunded to students within 45 days of the notice of cancellation



*Table 2. Program Components and Dates for Full Clinical and Full Wellness Tracks*

<b>Program Component</b>	<b>Format</b>	<b>Dates</b>
Program Opening Workshops	In-person	October 4 and 5, 2024*
Weekly Virtual Class	Virtual	October 8, 2024 through March 11, 2025 (except holiday weeks) Tuesdays, 11am-1pm Mountain time
Practice 1 Retreat	In-person	October 9-13, 2024, Manitou Springs, CO or November 13-17, 2024, Lyons, CO
Practice 2 Retreat	In-person	February 20-23, 2025, Lyons, CO or February 27-March 2, 2025, Lyons, CO
Program Closing Workshop	In-person	March 14, 2025*

\*Workshop time is scheduled for 10am-6:30pm on each day, no overnights required

\*\*On-site overnight lodging is required at Practice 1 and 2 Retreats and is not included in program fees; Lodging and meals are estimated at \$700-\$900 for each retreat; Students choose between one of two date options for Practice 1 and Practice 2.

## **Program Fees**

### *Program Fees: Full Clinical or Wellness Track*

The program fee for students in the Full Clinical or Full Wellness tracks is \$6,900. Program fees include 150 hours of educational content delivered virtually and in-person. This program fee breaks down to approximately \$46 per training hour.

Not included in this program fee are lodging and meals for Practice Retreats 1 and 2 (estimated at \$700-\$900 per retreat) and the \$50 application fee.

Elemental does not have the ability to grant scholarships to students at this time. However, to increase the accessibility of this program, students may select any of the following payment plan options for the program fee:

	<b>Payment Amount</b>	<b>Payment Date</b>
Deposit	\$750	August 10, 2024
Payment Option 1	Two payments of \$3,450	September 15, 2024 and February 1, 2025
Payment Option 2	Three payments of \$2,300	September 15, 2024, December 15, 2024, and February 1, 2025
Payment Option 3	Six payments of \$1,150	Monthly, September 15, 2024 thru February 1, 2025
<b>Total Program Fee</b>	<b>\$6,900</b>	

*Program Fees: Accelerated Track*

The program fee for students in the Accelerated Track is estimated at \$5,200. Program fees include 100 hours of educational content delivered virtually. Please note that students must have at least 50 hours of prior completed training that meets equivalency for State of Colorado required learning objectives. Students are responsible for ensuring that their prior completed training meets the State of Colorado’s requirements.

Not included in this program fee are lodging and meals for Practice Retreats 1 or 2 (estimated at \$700-\$900; Accelerated Track participants attend only one Practice Retreat) and the \$50 application fee. Elemental does not have the ability to grant scholarships to students at this time. However, to increase the accessibility of this program, students may select any of the following payment plan options for the program fee:

	<b>Payment Amount</b>	<b>Payment Date</b>
Deposit	\$750	August 10, 2024
Payment Option 1	Two payments of \$2,600	September 15, 2024 and February 1, 2025
Payment Option 2	Three payments of \$1,733	September 15, 2024, December 15, 2024, and February 1, 2025
Payment Option 3	Six payments of \$866	Monthly, September 15, 2024 thru February 1, 2025

<b>Total Program Fee</b>	<b>\$5,200</b>	
--------------------------	----------------	--

### *Practicum Fees*

Trainees who have completed 150 educational hours are then eligible to participate in practicum / supervised practice. Elemental Practice Circles provide 8 hours of practicum experience. For trainees needing to complete all 40 required practicum hours, they may do so through joining any five Practice Circles scheduled throughout April and August 2025. The fee for each Practice Circle is \$700. A limited number of Fort Collins-based practicum placements may be available to trainees in the clinical track through partnered clinical therapy organizations.

### *Consultation Fees*

Virtual consultation groups are available to trainees at \$65 per 2-hour consultation group. Individual consultation is available at \$175 per consultation hour. Persons with training licenses are required to complete a minimum of 50 hours of consultation over a 6-month period. Note that with training licenses, trainees may charge for services they provide to participants/clients during the 6-month consultation period.

For trainees who have existing clients in their therapy or wellness practice and wish to access 1:1 supervised practice with their own clients, 1:1 supervision is available from Elemental distinguished educators and qualified faculty for a fee of \$1200 for 8 hours of supervised practice. This fee includes 1 hour of consultation prior to the natural medicine client session, 6 hours of co-facilitation with the trainee and client, and 1 hour of consultation following the natural medicine session.

### **Deferral, Withdrawal, and Refund Policy**

Students are responsible for ensuring that they are able to participate in all virtual and in-person program commitments before accepting admission into the program. We understand that unforeseen circumstances, such as a medical emergency, may force a student to have to withdraw from the program. In cases where a student wishes to withdraw, they must submit their withdrawal request in writing to the Program Director ([shannon@elementalpsychedelics.com](mailto:shannon@elementalpsychedelics.com)). A meeting may be requested between the Program Director and student to discuss and agree upon a mutually supportive transition.

Program fees will be refunded based on the date of withdrawal, according to this schedule:

- For students wishing to withdraw their acceptance a minimum of three weeks before the program start date (before September 13, 2024), they may do so without incurring responsibility for additional program fees. The \$750 deposit will remain nonrefundable.

Admitted students who have made a non-refundable deposit may request in writing to defer their admission to a subsequent cohort.

- For students wishing to withdraw between September 13, 2024 and October 25, 2024, then 50% of the program fee will be due and the remainder of the program fee will be refunded or canceled.
- For students wishing to withdraw after October 25, 2024, then the student will be responsible for the full program fee.

Program fees are not transferable to other Elemental training programs. Students wishing to defer admission to a future cohort may make a request in writing to the Program Director. Deferral to a future cohort will be considered for admitted students who withdraw from the program before the program start date. Participants who have withdrawn from the program after the program start date may reapply to a future cohort, but will be responsible for completing the full program content and fees for that cohort.

### **Performance and Conduct Expectations**

Students should demonstrate consistent, satisfactory progress toward program goals and completion, uphold ethical standards of the field, and demonstrate professional behavior in their interactions both internal and external to the training program. The following outlines performance and conduct expectations for students and accountability and coaching procedures to support student success.

#### *Attendance and Engagement Standards*

Student attendance and engagement with training program material is essential to ensuring achievement of professional competencies. Students are expected to attend all live weekly calls and complete course content assigned each week. Students are expected to communicate with training faculty in advance for any missed live calls or missed assignments. Students may miss up to three live weekly calls, in which case, students are allowed to view the recording of the call and submit a short reflection essay within one week of the missed call.

All weekly assigned content should be completed in the week that it is assigned, including readings, videos, podcasts, quizzes, essays, and other assignments. Students may request a one week extension on assignments with advanced approval in writing (via email to the faculty instructor). If a student misses or requests extensions for two or more consecutive weeks of assigned material for any reason, a written coaching plan will be developed between the student and Program Director. Coaching plans are designed to ensure accountability for missed content and support student success in meeting program milestones for completion.

Students must complete all in-person educational and supervised practice hours. Students shall confirm attendance at all in-person dates as a condition of program enrollment. In the case that a documented emergency situation occurs that prohibits a student from attending an in-person

date, the Program Director will collaborate with the student to develop an individualized coaching plan to complete missed material and/or make up missed supervised practice hours.

### *Ethical Standards*

Students are expected uphold high ethical standards throughout the training program as part of satisfactory progression and completion of the program. The following represents a non-exhaustive list of ethical violations that shall warrant a review of a student's progression and standing in the training program:

- Engaging in skills and/or practices outside one's scope of practice
- Engaging in any sexually suggestive or romantic behavior with another trainee (or client/patient) during supervised practice sessions
- Engaging in consensual or non consensual touch during supervised practice administration sessions outside of those types of touch aforementioned during training (hand holding, shoulder touch or safety touch)
- Exhibiting racist, sexist, transphobic, homophobic, or classist beliefs either by way of language, action, or any other behavior that is recognizable by faculty, other trainees, or the community to whom they serve
- Entering a dual relationship with clients or failing to disclose a conflict of interest
- Threats of physical violence or verbally abusive behavior toward fellow students, colleagues, supervisors, or educators
- Unethical or criminal conduct that interferes with competent performance as a natural medicine facilitator or may potentially compromise the safety of others
- Bringing a firearm on to the premises of an in-person training or engaging in the illegal use and carrying of [a] firearm[s]
- Other ethical violations as listed in Colorado's Natural Medicine Licensure Rules and Regulations

### *Professional Behavior Standards*

Students in the Elemental training program are representatives of the Elemental community, the community of practitioners of natural medicine facilitation more broadly, and the social movements that define the emerging landscape of the field. For this reason, Elemental faculty hold students accountable to professional behavior standards in the context of all settings and social interactions of relevance to their education and development as a licensed natural medicine facilitator.

The following represents a non-exhaustive list of behaviors and concerns that will result in a coaching plan and/or a review of a student's progression and standing in the training program:

- Concerns related to upholding basic principles of facilitator practice, including abiding by accepted ethical principles and showing respect for students, clients, and colleagues

- A lack of action to address or remedy personal problems, psychosocial distress, problematic substance use, suicidality, or mental health impairment that interfere in the learning environment or supervised practice
- Private conduct that represents dishonesty, fraud, manipulation, deception, or misrepresentation
- Lying, cheating, or any form of plagiarism
- Use of disrespectful or derogatory language in verbal or written communications with anyone involved in the training program
- Unwillingness or failure to respect human and cultural diversity
- Inability to receive constructive feedback and effectively utilize supervision or consultation from program faculty and/or the inability to make necessary behavior changes based on faculty feedback
- Persistent inability to attend weekly calls and/or inability to be dependable and responsible for meeting deadlines and program expectations

### *Accountability and Coaching Procedures*

Accountability and coaching procedures in the training program are managed according to the severity of the violation or concern. Low-level violations or concerns are defined as concerns that 1) do not present immediate harm or safety concerns for the learning environment and 2) the student demonstrates awareness, initiative, and responsibility for remedying the concern. High-level concerns or violations are defined as concerns where 1) harm or safety concerns to the student, clients, or faculty is evidenced, 2) the student demonstrates lack of awareness, initiative, or responsibility for remedying the concern, and/or 3) the concern or violation negatively impacts the overall learning environment. High-level concerns may also include egregious ethical violations, such as sexual misconduct.

Elemental faculty are encouraged to communicate directly and promptly to students about any emerging performance or ethical concerns they hold and to include the Program Director in communications about student concerns. Most low-level concerns can be managed informally with direct communication and feedback between faculty and students. If low-level concerns persist after the student has received feedback from their training faculty, the Program Director will directly communicate with the student and faculty to collaboratively develop a coaching plan. The coaching plan is a written document outlining student goals, action steps, and timeline for remedying the communicated concerns to support satisfactory student progression and program completion.

High-level concerns or violations should be immediately brought to the attention of the Program Director, who will schedule a meeting with the student and faculty member within 10 days of receiving communication about the concern or violation. At this meeting, the Program Director, student, and faculty member may collaboratively develop a coaching plan outlining student goals, action steps, and timeline for remedying the concern. Alternatively, for egregious ethical violations, the Program Director may make a written determination of program dismissal without remediation.

For in-person training days, if at any time during the in-person training a student is witnessed or reported to be exhibiting any concerning professional behaviors or ethical violations, a faculty member will, if the situation feels safe and the student seems amenable, communicate with the

student to attempt to rectify the situation if the behavior or act is seen as rectifiable. If, for any reason, the student is not amenable to the feedback or the staff and/or other students do not feel safe having the student's continued involvement in the training, the student will be asked to vacate the premises. The Program Director will then meet with the student and concerned faculty member within 10 days to determine if a written coaching plan is appropriate to rectify the situation.

### *Removal from the Program*

The Program Director may make a written determination for student removal from the program under certain conditions:

- Egregious ethical violations, such as sexual misconduct
- Ongoing low-level or high-level concerns that remain unresolved after a student coaching plan has been put in place
- Other serious, credible, and documented concerns about ethics, values, and/or skills that present safety risks to future clients

Upon removal from the program for any of the above reasons, students forfeit refunds for tuition paid.

### **Complaints and Grievance Policy**

Elemental values mutual accountability to the learning environment, success of students in the program, and the ethical standards we strive to uphold. Students are encouraged to communicate directly with training faculty for any emerging concerns and attempt to resolve concerns informally and collaboratively with faculty. If speaking directly to the faculty or person involved does not resolve the issue, the student should seek informal resolution through the Program Director.

If the issue or problem still exists after informal attempts at resolution, a student may initiate a formal written complaint. All formal complaints must be submitted in writing to the Program Director and must be signed by the student. The complaint should include as much detail as possible regarding the concern, the person(s) whom the concern involves, and prior attempts to resolve the concern. The Program Director will identify a neutral third party, including a professional mediator as necessary, to engage the student and relevant faculty in the training program in a fair remediation process. The written complaint and its disposition will be kept on file by the Program Director. No student shall be retaliated against for bringing forward an informal complaint or for submitting a formal written complaint.

### **Accessibility Commitment**

Elemental is committed to making reasonable accommodations for the known disability of students and trainees, unless undue hardship on the operation of the training program would result or cause a direct threat to health and safety.



It is the Elemental's policy not to discriminate against individuals with disabilities in regard to application procedures, admissions, or program progression and completion. Students who require reasonable accommodations should contact the Program Director.

## **Commitment to an Anti-oppressive Learning Environment**

Anti-oppression is an ongoing process of identifying and dismantling systems of power and privilege that perpetuate inequality and marginalization. It involves recognizing how our social identities (such as race, gender identity, class, sexual orientation, ability, and others) intersect and shape our experiences. We believe that understanding these dynamics is crucial to creating an inclusive and equitable learning environment.

Elemental strives for a multi-faceted approach to supporting an anti-oppressive learning environment:

*Inclusive Curriculum:* Elemental's curriculum is intentionally designed to reflect diverse perspectives, experiences, and knowledge systems. We critically examine dominant narratives and center diverse voices to ensure a more comprehensive and accurate representation of reality. We regularly review and update our materials to ensure they remain relevant and inclusive.

*Curious and Respectful Environment:* We strive to create a learning environment where everyone feels safe to express themselves, remain curious, ask questions, and challenge assumptions. We establish clear guidelines for respectful communication and behavior, and we address any instances of harm or disrespect promptly and appropriately. Elemental supports a learning culture of *calling in*, whenever possible, and avoiding the traps of cancel culture. Cancel culture reduces complex issues to simple narratives of right and wrong, ignoring nuance and context. Accountability and criticism are essential for our own learning and for social progress more broadly, but cancel culture's often harsh and unforgiving nature can undermine these goals.

*Feedback and Accountability:* We actively seek feedback from learners on our anti-oppressive efforts. We use this feedback to identify areas for improvement and hold ourselves accountable for creating a truly inclusive and equitable learning environment. We believe that continuous learning and growth, in community, are essential to this process.

## **Integrity Commitments**

*Land Acknowledgement and Indigenous Reciprocity*

We acknowledge that we are on land (in the Fort Collins area of Northern Colorado) that has been previously inhabited and settled on by the Tsésthó'e (Cheyenne), Očhéthi Šakówiŋ, hinono'eino' biito'owu' (Arapaho), Núu-agma-təvə-pų (Ute). We also acknowledge that there were and have been many other known and unknown tribes of peoples who lived and hunted and gathered on these lands. Although recognizing and acknowledging these communities and nations that once lived here is an important step, we also believe that reciprocity requires action. Elemental actively engages reciprocity by allocating a percentage of revenue received by our training programs to organizations that actively support indigenous communities and/or attempt to return some energy back to the elements of this planet and its creatures. Please see a list of communities and organizations that we donate to [here](#).

As the founders of Elemental, we have been fortunate to learn from teachers and thinkers like Tyson Yunkaporta, an Australian researcher and Apalech Clan member from Queensland Australia, and Joshua Shrei, an American podcaster, thinker and teacher, as well as many other teachers, and elders. Our personal study has brought us to believe that the land holds memory, stories, wisdom, and importantly, patterns that teach us how to live into our purpose and how to be in right relationship as human custodians of the earth. This notion of being a custodian was and still remains, the bedrock for the way of life for most indigenous communities and cultures around the world. What has been lost in colonialism, among so many other things, is this remembering of our role and purpose, as caretakers of the earth and the lands we dwell on. We acknowledge the indigenous spirits and the ways of the people who have lived on this land in an effort to reconnect with that purpose. Furthermore and more importantly, as two educated white cis-gender women who hold great privilege, we also make this acknowledgment to recognize and take responsibility for how colonialism and whiteness destroyed and attempted the erasure of these peoples and communities.

We believe that the spirits of these inhabitants are still on these lands. According to Tyson Yunkaporta:

*Sky country always reflects Earth country, so there is another spirit, your ancestral spirit that goes back to a place in the land. It is born again, eternally from that place. There is at least one other part, your living spirit which animates your body in life, flowing through you like land around you like water fills a string bag in a running creek. Never the same water in the bag from moment to moment. That water is only as good as what is in the creek; therefore if the land is sick your living spirit is sick as well.*

We also acknowledge a humanity of violence, that is, a long history of humanity that involves lost and stolen lands and cultures. We recognize that we all carry lineages of stealing and of being stolen from. As human beings, we all have to reckon with our histories of violence and our separation from the Earth. This is not to ignore or deny the experiences and emotions of the Indigenous peoples of the Americas and African Americans whose lineages are still so close to these wounds as they occurred within the last century or so. This is an attempt to acknowledge that when we zoom out and look at ourselves through the lens of Earth time, we may see patterns emerging that help us connect with how we are more similar than dissimilar, how we each hold the identity of the oppressed and oppressor, and how we can move forward together

to create new stories based on *listening*, that is, *listening* to the Earth and the land, and *listening* to each other.