

Facilitator Protocol

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1 PROTOCOL SUMMARY

1.1 Synopsis

Title:	Efficacy of Eat Breathe Thrive: A Randomized Control Trial of a Yoga-Based Program
Study Description:	This is a study of the efficacy of a 7-week Eat Breathe Thrive program in a community sample of adult (18-65) men and women to reduce and decrease eating disorder risk and increase positive body image and emotion regulation through being in tune with one's own body, mind, and community. Data will be collected data from ten sites around the United States and the United Kingdom where certified Eat Breathe Thrive facilitators teach the program.
Objectives:	We will be assessing if 7-week EBT program is effective at decreasing disorder risk and increasing positive body awareness and self-regulation skills compared to controls (people not taking the program on a wait list). We are also interested in seeing if taking the program twice add benefits.
Endpoints:	We expect to see a (a) reduction in eating disorder risk, depression, anxiety, and substance use, (b) an increase in body appreciation, self-care, embodied intimacy, interoceptive awareness, mindful eating, emotion regulation, distress tolerance, and overall mental health functioning.
Study Population:	Our study's sample consists of 200 adult men and women ages 18-65 from communities around the United States and the United Kingdom. 100 taking the program and 100 controls.
Phase:	2 phases/time points
Enrolling Participants:	Facilitators will recruit using EBT protocol with an added script to explain the study and encourage participation in the research.
Description of Study Intervention:	The intervention used for this study is a 7-week Eat Breathe Thrive program + completion of a pretest, posttest, and follow-up surveys as well as brief responses to questions that will be sent to cell phones at various times. If selected for the control group, only the surveys and phone responses will be required.
Study Duration:	January 2018-August 2019
Participant Duration:	The total duration of enrollment in the study for each participant is around 32 weeks (1 week pre-test, 7 weeks 1st intervention, 1 week

post-test, 2-3 week transition period, 7 weeks 2nd intervention, 1-week posttest 2nd round, 3 month follow-up).

2 RESEARCH STUDY PROTOCOLS

2.1 Selection of Facilitators

Individuals interested in participating in the study as a facilitator of an EBT group will fill out and apply via email or the EBT website (application will be provided by EBT). Chelsea Roff or authorized staff of EBT will interview potential facilitators. Those from the interview pool will have a Q&A call with Esther Estey, doctoral student and research assistant via phone or web video format. Chelsea Roff or authorized staff of EBT will select 20 facilitators for the study since each of the 10 groups will be run by two facilitators.

2.2 Qualifications and Requirements

Facilitators must have a background in mental health practices and one or both facilitators must have certification and experience in yoga practices. For example, one facilitator may be a certified as a yoga teacher and a licensed mental health counselor, and the other facilitator may be a master's level counselor and a doctoral student in Counseling Psychology. Facilitators will be required to take the CITA training to acquire knowledge of the ethics of conducting research and the study process. All group facilitators must have completed a four-day intensive training in facilitating the Eat Breathe Thrive program. All facilitators need to continue to complete the second phase of training which includes a one-on-one mentoring component related to facilitating the groups. See EBT webpage for facilitator requirements: www.eatbreathethrive.org/module-two

2.3 Recruitment Methods

Facilitators will engage in marketing and promotion of the program for the purposes of recruitment. Those included in criteria of final sample for the research study will be men and women between the ages of 18 and 65, are not pregnant, are English-speaking, have not participated in an EBT program before, and have been deemed eligible to participate in the EBT program by EBT facilitators. As per EBT protocol, all participants must be willing to sign liability and consent forms. Those excluded will be men and women who are below 18 years old or above 65, pregnant, unable or unwilling to consent, non-English speaking individuals (due to lack of translation of measures and program), have been previously been involved with this program, and have been deemed ineligible to participate in the EBT program by EBT facilitators.

Facilitators will recruit from local restaurants, fitness centers, universities, churches, email and posted advertisement, other community boards (both electronic and public), referrals from the community, as

well as through the typical EBT recruitment methods. E-mails to listservs throughout the University at Buffalo will also be sent out. Facilitators will use marketing and promotional material provided by the University at Buffalo and EBT (see EBT handbook, Appendix A, and Appendix B). Prospective study subjects will also voluntarily contact the PI or facilitators if interested in the study.

To reach target enrollment, each EBT facilitator will recruit at a rate of 10 or more participants, 20-30 per group, so that each group has at least 20 participants after participants are randomized; the total target number of participants for the study is 200. Men, pregnant women, and youth between the ages of 14-18 who participate in the program, not in the study, will need to be considered “extra” participants. Facilitators are required to recruit the identified numbers for the study in addition to these people.

2.4 Screening, Consent, Pre-Test Process, and Enrollment

Facilitators will recruit potential participants via EBT recruitment methods outlined in the EBT manual.

1. Potential participant hears about program through email or social media post. All emails and social media posts will include both the standard postcard and research recruitment flyer.
2. Participant is directed to Eat Breathe Thrive application by the flyer and postcard.
3. In the application, participant will view the research one-pager (in-depth flyer).
4. Participant indicates whether he/she is interested in participating in research. Participant grants consent for contact information to be shared with research assistant.
5. Research assistant emails participant to set-up phone call for consent process.

EBT will have consenting individuals fill out EBT Liability and Consent forms to comply with EBT protocols. Esther Estey will contact potential participants at identified time within one week of receiving information to conduct the screening to ensure they meet inclusion criteria, as well as for the consent process (See Appendix A, Initial Contact Email). Estey will walk the participant through the consent process, send them the link to the study’s consent forms to sign as well as the link to pretest measures. Pretest measures are part of an online survey in Select Survey and consist of a variety of measures that examine their baselines on the following constructs: body appreciation, eating disorder risk, self-care practices, embodied intimacy, social loneliness, interoceptive awareness, mindful eating, emotion regulation, distress tolerance, depression, anxiety, substance abuse, trauma symptoms, and self-compassion. All participants receive the pretest measures as part of an online survey in Select Survey. Participants will be able to skip questions they feel uncomfortable following. Participants will complete the pre-test and will submit signed forms 1-2 weeks before the start date of the program. Participants must complete screening, consent forms submission, and all pre-tests within 1-2 weeks of the start date of the program. The PI and research assistant need to have the list of names of participants in order to ensure randomization before the start date of the program.

2.4.1 Duration of Enrollment

The total duration of enrollment in the study for each participant (outside of treatment center) is around 32 weeks (1 week pre-test, 7 weeks 1st intervention, 1 week post-test, 2-3 week transition period, 7

weeks 2nd intervention, 1-week posttest 2nd round, 3 month follow-up). Each session will occur once per week for two hours. Pretest and posttest assessments will take a maximum of two hours each to complete.

2.5 Study Randomization

All participants must have completed the screening, consent, and pretest process 1-2 weeks before beginning the study. Those whom have finished this process and are eligible for the study will be randomized to either the treatment group or the waitlisted control group. After successfully entering 200 people into the study, each site will be randomized through the following process: a computer system will randomly select 100 participants to be enrolled into the program, and the other 100 will be waitlisted, receiving no information meant for the program for seven weeks.

2.6 Program Phase 1 and 2

2.6.1 Phase 1

The lead investigator will provide updated copies of all forms (IRB approval, consent forms, protocol, and HIPPA authorization) to each site before the study begins. Each EBT session will occur once a week for two hours. Facilitators are responsible for preparing adequately and according to the EBT manual for each session. Facilitators must notify participants at study outset, and at intervals throughout the study that their participation is completely voluntary and they do not need to say or do anything which they do not wish to, including withdrawing from the study at any time (see Appendix C, Consent and Withdrawal). At the onset and throughout the program, facilitators must provide safety guidelines to participants to help reduce their risk of injury (see Appendix C, Safety Guidelines).

During the program phase, it is the responsibility of facilitators to take weekly attendance and submit this attendance information via online means (e.g. UB box); comply with EBT protocol in the manual and EBT Code of Ethics (see Appendix C, Code of Ethics); maintain confidentiality except for in special circumstances (see Appendix C, Confidentiality); complete weekly treatment integrity measures online after every EBT session via email link sent out by research assistant; provide weekly check-ins to participants regarding following through with Life Data (EMAs) prompts; and participate in bi-weekly group conference calls (see below).

There will be bi-weekly contact with each site in order to maintain consistency and support throughout the duration of the study. These check-ins will be done by the lead investigator herself, or Esther Estey, doctoral student and research assistant. Facilitators must be available for bi-weekly individual phone meetings as well as bi-weekly online group conference calls (through Zoom or other HIPPA compliant web format). Other forms of bi-weekly communication may include email, text, or other technological means.

2.6.2 Life Data Prompts

Participants will receive daily to weekly Life Data prompts (Integrity Scale and Ecological Momentary Assessments) via text on their mobile phones; EMA prompts focus on symptoms, mood, and stress experienced by participant (i.e. “What’s your mood?” “Have you had ED symptoms in the past 3 hours?”). The Integrity Scale prompts participants to rate their weekly difficulty level with being honest with him/herself and others. These prompts will be given at both random and scheduled intervals. It is the facilitator's responsibility at every EBT session to check-in regarding whether or not participants are following through with responding to these questions.

2.6.3 Follow Ups

After the first 100 participants complete the 7-week Eat Breathe Program, the same measures that participants filled out in the pre-test will again be collected by all 200 people as a post-test. The first follow-up will be one week after the 7-week program, where they will answer the same questions via a link sent by Esther Estey. The second and final follow-up, will be three months from the date of the end of the 2nd round of EBT, and they will again answer the same questions via a link sent by Esther Estey. Quantitative data (pre-and post) will be collected using an online data management software (e.g., SelectSurvey.Net). Only the lead study researchers will be responsible for receipt or transmission of the data. Data will be collected/uploaded to online software, which is password secure.

2.6.4 Phase 2

All 100 participants from the waitlist group will be enrolled in the 7-week Eat Breathe Thrive program 2-3 weeks following the completion of the posttest of the first group. Fifty people from the first 100 participants enrolled in the first Eat Breathe Thrive group will also be enrolled in the second group (using the same computer system randomization technique), making their total time in Eat Breathe Thrive study 32 weeks (20 weeks with a 3-month follow-up). This will assess for dosage of Eat Breathe Thrive, seeking evidence that the more exposure one must the program, the stronger the variables of interest become.

2.6.5 Post-test Phase 2

A second post-test will be given at the end of the second round of Eat Breathe Thrive, administered to those 150 participants only. Participants will answer the same questions as in the pre-test via a link sent by Esther Estey. There will also be three month follow-up for all 200 participants.

Appendix A: Script Protocols

One Pager for Recruitment

Follow “Strategies for Effective Marketing” protocols in Section 1, page 46 in the EBT manual. Regarding a script for marketing and recruitment, adhere to directions in the EBT manual Section 1, page 47. Also include the EBT study one-pager in all recruitment methods, the copy for which is included below.

“The purpose of the study is to evaluate the efficacy of a seven-week program called Eat Breathe Thrive. Eat Breathe Thrive is a program that teaches people skills for mindful eating, emotional resilience, and body confidence. The program includes yoga, meditation, psychoeducation, and community service activities. The study will investigate whether the program supports a healthy relationship with food, body and self.

To explore these questions, we will ask you to fill out online questionnaires at three time points: (1) before your program starts, (2) after your program ends, and (3) three months after your program ends. These questionnaires will allow us to understand if and how the program helps you, and if those changes are sustained over time. We estimate these questionnaires will take you about an hour to complete.

We will also ask you to download an app that pings you a few times a week with questions about your thoughts, feelings, and behaviors. The app will allow us to get a sense of you’re feeling in the moment, rather than just when you’re filling out questionnaires. Any information you choose to share with us via the app is confidential.

Participation in this study is completely voluntary. In order to participate, you need to be between the ages of 18 and 65, speak English, not be pregnant, and never have taken an Eat Breathe Thrive program before. There are no gender requirements.

If you decide to participate in the study, you will be randomly assigned to one of two groups: first program or second program. If you are in the first program group, you’ll take the first seven-week program on {DATE and TIMES}. If you’re in the second program group, you’ll take the program on {DATES and TIMES}. Each program meets once per week for two hours. If you’re in the first program, you will also have an opportunity to participate in a second program. This will allow us to assess whether two programs work better than one.

In exchange for your participation in the research, the program will be offered to you for a reduced cost of {AMOUNT}. The program typically costs \$349.}. If you attend at least six of the seven sessions and complete all questionnaires, you will receive a full rebate on your registration fee. At the completion of your post-test, you will also receive a \$50 gift card from lululemon.

During the program, you will learn exercises that may help you eat mindfully, manage your emotions and feel better in your body. You will practice yoga and meditation in every session and learn how to craft a practice for yourself at home. Many participants in this program report decreased stress and anxiety, elevated mood, improved eating habits, better communication skills, and a deeper sense of meaning and purpose.

Your participation will also contribute to science! This landmark study will be the first ever randomized control trial on a program of this kind. Your participation will teach scientists if and how mindfulness practices prevent and help people overcome eating disorders. Your participation and time may also help make programs like this more accessible to those who need them in hospitals, schools, and other institutional settings.

The risks involved in participating in the study minimal. By participating in this study, you are consenting to take part in these activities (which includes signing liability and consent forms). This study has been cleared by the Departmental Ethics Committee.”

Initial Contact Email

(to be sent by research assistant Esther Estey after participant application is received)

Thank you so much for your interest in participating in a research study with Eat Breathe Thrive. I'm the research assistant in charge of this study. We are so excited to have you on board!

In order for you to participate, we will need to have a quick call to to complete the necessary paperwork.

I see on your application that you are available at {DAY and TIME}. Would you like to connect then? The call should take about thirty minutes. After or during the call, I'll send you a link to the consent form and surveys to get you started on the initial process.

Let me know if you have any questions, and I look forward to speaking soon!

Appendix B: Templates for Advertisement

(These may be edited and graphics can be added,
but all standard information must remain as is)

Sample Email for Recruiting Participants

Hi {NAME},

My name is {SENDER NAME}, and I'm a facilitator for the nonprofit organization Eat Breathe Thrive. I'm writing because we are looking for participants for a research study on our program. I wanted to see if {you OR your clients} might be interested.

Eat Breathe Thrive is a seven-week program that teaches people skills for mindful eating, emotional resilience, and body confidence. The program includes yoga, meditation, psychoeducation, and community service activities.

Participation in the Eat Breathe Thrive program will be offered for a reduced cost of {AMOUNT}. The program typically costs \$349. If you {OR your clients} attend at least six of the seven sessions and complete the posttest, you {OR they} will receive a full rebate on the cost of the program. You {OR your clients} will also receive a \$50 dollar Lululemon gift card upon completion of all of your posttest surveys.

I'm including a flyer and one pager with more information about the study as an attachment to this email. If you {OR you have clients who} would like to participate, please respond to this email, and I will send a link to the application.

Thank you for your time,

{FIRST NAME AND LAST NAME}

Sample Flyer (Copy) for Recruitment in Research

University at Buffalo

Efficacy of Eat Breathe Thrive: A Randomized Control Trial of a Yoga-Based Program

Volunteers Wanted for Research Study!

The University at Buffalo is conducting a study to assess whether a yoga-based program supports mindful eating, emotional resilience, and body confidence.

What? The study will evaluate the efficacy of a seven-week program that includes yoga, meditation, psychoeducation, and community activities.

Who? We are looking for men and women between the ages of 18 and 65 who speak English, are not pregnant, and never have taken an Eat Breathe Thrive program before.

When? You need to be available to participate in a seven week program between DATE and DATE. The program meets weekly on DAYS at TIMES. You may be given an opportunity to volunteer for two programs.

Why? You'll learn skills and get support that may help you eat mindfully, transform your emotions, and feel better in your body. The program will be offered to you for a reduced cost of {AMOUNT}. The program typically costs \$349. If you attend at least six of the seven sessions and complete all questionnaires, you will receive a full rebate on the cost of the program. You will also receive a \$50 Lululemon gift card upon completion of your final questionnaire.

Interested? Apply at www.eatbreathethrive.org/join-us

This research is conducted under the direction of Dr. Catherine Cook-Cottone of the Department of Counseling, School, and Educational Psychology at the University at Buffalo, NY. This study has been cleared by the Departmental Ethics Committee.

Social Media Post

Facilitators will follow standard marketing procedures outlined on p. 47 on the EBT manual. All posts will include both the EBT standard postcard and research recruitment flyer with one pager (more-in-depth flyer) once they are in the application.

Participant Acceptance Email

SUBJECT LINE: Welcome + Action Needed

Dear {NAME},

Many thanks for your application to join an upcoming Eat Breathe Thrive program at {LOCATION}. **I am delighted to inform you that your application has been accepted.**

Thank you also for your interest in participating in our research study. Your next step is to schedule a 15-20 minute call with our researcher, Esther Estey, to complete the consent process. I am copying her on this email. Please note that your call must be completed no later than {DATE}.

During your call, Esther will randomly assign you to either program one or program two. I will send you an email after your call with a link to register for your program. If you have any questions in the interim, please don't hesitate to reach out to me.

With warmest wishes,

{SENDER NAME}

Appendix C: Guidelines and Ethics

Confidentiality

Participants' confidentiality is of high priority to the researchers. Participants' names will be collected only on consent forms and tracking materials used by the group facilitators (e.g., attendance), and these will be kept separately from any other data collected. Upon completing pre- and post-test assessments, participants will be asked to provide some demographic information, but will not be asked to provide their names. During the analysis phase, data will be de-identified and aggregated. Further, upon dissemination of findings (e.g., article, presentation) under no circumstances will participants' identifying information be disclosed.

A breach of confidentiality is always a risk for identifiable subject data. The co-facilitators of the Eat Breathe Thrive program are required to maintain subjects' confidentiality, and will ask that all subjects take a vow to respect the confidentiality of their fellow participants. Co-facilitators will explicitly notify all subjects to only share what they are learning about themselves with friends and loved ones, remembering not to share names, identities, or in any other way compromise the confidentiality of their fellow participants. Prior to beginning the Eat Breathe Thrive program, participants will be informed that co-facilitators cannot diagnose or treat physical or mental health conditions during the group sessions. It will be recommended that subjects seek counsel from a qualified medical and mental health practitioner for issues related to psychological and physiological illness outside of Eat Breathe Thrive sessions. Part of the informed consent will also indicate certain limitations of confidentiality. Eat Breathe Thrive group facilitators will be required to maintain confidentiality, except for a few special circumstances such as:

- Instances of active or suspected abuse (physical, emotional, or sexual) or neglect of a child, an elder, or a dependent adult must be reported to the appropriate protective services.
- If a subject threatens to harm themselves or harm another individual, the facilitators are required to take steps to help maintain the safety of the person at risk.
- If a judge orders a facilitator's testimony/records, or in the context of a legal proceeding, the facilitator may be required to release confidential information to the court.
- The facilitators may consult with the Eat Breathe Thrive Organization and its staff about what happens in the program.
- All subjects are asked to sign the same confidentiality agreement prior to entering the Eat Breathe Thrive program. The Eat Breathe Thrive Organization and co-facilitators cannot guarantee that fellow participants will uphold confidentiality standards.
- Sharing of study results: Study results will be shared upon request; however, no information will be readily available to the participants.

Participants who are judged to be meeting any of the above criteria will meet with a facilitator one-on-one and discuss the next best steps for referral and personal safety. This include referral to a mental health provider and conformation of support from a family member or friend. All participants are asked to sign the same confidentiality agreement prior to entering the Eat Breathe Thrive program. The Eat Breathe Thrive Organization and co-facilitators cannot guarantee that fellow participants will uphold confidentiality standards.

Consent

The consent process will take place online through SelectSurvey.Net. In order to maximize participants' privacy the following steps will be taken:

- Facilitators will use EBT recruitment methods such as personal outreach, referrals, and/or social media as well as posting flyers around the community. They will provide all potential participants with the in-depth one pager in order to inform them of the program and research study. With the consent of the individual, EBT will gather potential participants' contact information as well days and times of availability through their standard participant application form. Contact information and availability will be sent via email to research assistant and doctoral student Esther Estey, who will then contact by phone potential participants within one week of receiving the information. In addition, potential participants will fill out EBT liability and consent forms administered by the facilitators as per EBT protocol, in addition to filling out IRB consent form for participation in the study.
- Research assistant Esther Estey will contact potential participants and send them the online link the consent forms for the research study (see attached IRB consent form). Estey will walk the participant through the consent process by phone to answer any questions or concerns they have.
- A window of consent form return has been established as a period of 1-2 weeks, so participants will have time to review and sign consent forms privately before submitting them.

Risks to Participants

The training may have reasonably foreseeable risks due to the physical components of the Eat Breathe Thrive program. In addition, psychological and social risks will need to be considered by participants in relation to their participation in the research. The Eat Breathe Thrive program includes discussion, interactive exercises, movement, and meditation. All movement programs involve a risk of injury. By choosing to participate in the movement portion of the Eat Breathe Thrive program, the participants voluntarily assume a certain risk of injury. The following guidelines will be presented to participants to help reduce their risk of injury:

- Breathe smoothly and continuously as you move and stretch.
- Do not strain to attain any position.
- Respect your body's abilities and limitations.
- Do not perform postures or movements that are painful.
- Consult your healthcare provider if you have previous injuries or conditions.

In addition to risk of injury, participants may also experience uncomfortable feelings over the course of the Eat Breathe Thrive program. Uncomfortable feelings may be experienced as: sadness, guilt, anger, frustration, loneliness, or hopelessness. Some aspects of the Eat Breathe Thrive program may elicit painful memories. It will be stressed to all participants that this Eat Breathe Thrive program is not a replacement for mental health treatment, it is important for them to seek support from a mental health provider if necessary. As part of the Eat Breathe Thrive program one, or both, of the co-facilitators must have a background in mental health practices. It is also required that one, or both, co-facilitators must have certification and experience in yoga practices. This preventative measure is incorporated into the program to reduce physical and psychological risk. See EBT webpage for requirements for facilitators (www.eatbreathethrive.org/module-two).

Provisions to Ensure the Safety of Participants

It is the facilitator's responsibility to restore the individual back to previous baseline through assessing lethality and self-harm intent medically or psychologically. To ensure utmost safety of the participant, facilitators will refer the participant to proper treatment and dismiss the participant from the study. The facilitator is responsible for collecting safety data on an as-needed basis (e.g., if a participant makes a comment that suggests they may be at risk) and address the issue immediately and appropriately. Safety data will be reviewed by the facilitators and researchers when appropriate. If researchers have any concerns as indicated by the data, they will notify facilitators so that they can follow EBT protocols and get the participant support. The facilitator will then follow up with the participant and provide a local treatment referral.

As per EBT protocol, facilitators will report any untoward events to EBT supervisors as per EBT protocol explained in "Community Agreements" and "Having Difficult Conversations" in Section 1, pages 36-37. This will not be the role of the researcher as it is the designated role of the EBT facilitator. Specifically, EBT protocol explicates that the facilitator will contact their EBT learning coach (a supervisor in the EBT program), offer resources and referrals, set clear boundaries, remove the participant from the program - allowing for the participant to come to the final meeting and say goodbye to fellow participants (p. 37).

Withdrawal of Subjects

Participants may be withdrawn from the research (during active phase) if they are disruptive to the group, facilitators, or other participants. Participants may also be withdrawn from the study if they express or are considered to be at risk to themselves or others, and/ or if they may require higher level of care that would warrant discontinuation of participation. In addition, during the analysis phase, participants may be withdrawn from the study due to incomplete responses on assessment measures.

In the case that a participant is disruptive or at risk to self or others, group facilitators and/or researchers will have a conversation with the study participant about being withdrawn from the study and will provide a list of providers and resources in the area for appropriate treatment. As per EBT protocol, each of the facilitators has a list of appropriate providers in the area that can be provided to any potential participant or participant as needed. These are unique to each area. In the case that a participant elects to withdraw from the study, they will be offered to discuss their choice to withdraw with the facilitators/ researchers, provided with the facilitators/research contact information in case they wanted to follow-up on any study procedures that may have caused distress, and provided with a list of local providers and resources by the facilitator.

In the case that a participant elect to withdraw from the study, facilitators will provide the participant with appropriate services or information about services and local providers to address the need that led to their being withdrawn from the study. Retention of any data collected will be subject to the participants' approval.

Eat Breathe Thrive Code of Ethics

The Eat Breathe Thrive Code of Ethics is intended to outline the principles of good ethical practice and professional conduct that all representatives of the Eat Breathe Thrive program commit to uphold. These standards serve to preserve the safety and wellbeing of staff, facilitators, volunteers, and participants as well as promote the mission and values of the Eat Breathe Thrive Organization.

Non-Discrimination

We do not to engage in or condone discrimination of any kind. We do not refuse anyone access to our programs on the basis of race, gender, gender identity, gender expression, religion, national origin, age, sexual orientation, disability, socioeconomic, or marital status.

Cultural Sensitivity

We actively strive to identify and understand the diverse cultural backgrounds of all who participate in our program, as well as our own areas of bias and misunderstanding. We pursue continuing knowledge, sensitivity and skills training to support our ability to offer programs to diverse populations.

Dual Relationships

We are aware of our influential position as facilitators and do not to exploit the power dynamics afforded by our position. We avoid dual relationships that are likely to impair our professional judgment

or lead to exploitation, such as business ventures, romantic relationships, and professional relationships that create a conflict of interest.

Sexual Contact

We do not to engage in sexual intercourse, sexual contact, or sexual intimacy with anyone who participates in our programs. We do not offer the program to a person with whom we have had a previous sexual relationship.

Boundaries

We agree to respect our participants' physical and emotional boundaries. We do not engage in physical touch unless consent is explicitly granted. We never engage in touch for personal gratification, with intent to harm, or in a way that is inappropriate. We practice sensitivity to individual variables that may affect the meaning of touch, such as gender, cultural background, and personal history.

Ethical Action

We accept personal responsibility for our actions and strive to act ethically in all situations. We do not to engage in harassment or exploitation of our participants, colleagues, or collaborators. We do not take that which does not belong to us. We speak that which is true and useful and refrain from gossip. We treat others as we wish to be treated.

Program Limitations

We are aware that the program we offer is not designed to deliver an unlimited or comprehensive range of services. We do not imply or intentionally offer it as a substitute for the treatment of any mental or physical health condition. We understand and communicate the scope and limitations of the program with clarity and kindness.

Participant Safety

We do not offer our programs to individuals for whom the program might cause undue harm. If a participant appears to be a threat to themselves or others, we take action to ensure the safety of all participants. We ask a participant to leave a program if he or she:

- Poses a threat to the mental, emotional, or physical well-being of self or others
- Engages in purging, use of laxatives/stimulants/diet pills, or self-harm of any kind
- Is underweight (has a body mass index of less than 18.5)
- Attends a session under the influence of alcohol or other mind-altering substances
- Engages in or expresses an intent to engage in cutting, burning, substance abuse, misuse of medication, or suicidal behaviors

Treatment Referrals

We do not abandon or neglect participants who need a higher level of care. If we must ask a participant to leave the program, we provide references where he or she can find quality, affordable treatment. If

higher levels of care are unaffordable, we seek outside counsel on quality community mental health programs.

Scope of Competence

We do not to assess, test, diagnose, treat, or advise participants on physical or mental health conditions. We do not offer information beyond our level of competence, as determined by our education, training, and experience.

Confidentiality

We do not to disclose participant confidences, including the names or identities to anyone except as mandated or permitted by law. We inform participants of the exceptions to confidentiality; such as child abuse reporting, elder and dependent adult abuse reporting, and situations in which an individual is a danger to oneself or others. We obtain an explicit commitment to confidentiality from everyone in our programs.

Responsibility to Colleagues

We treat and communicate with and about colleagues and collaborators with courtesy, fairness, and respect. We cooperate with fellow facilitators in order to promote the welfare and best interests of all our participants. We notify the Eat Breathe Thrive Organization if we are concerned that a colleague may be impaired due to substance abuse, emotional problems, or mental illness.