OUTWELLNESS ATX · AUSTIN'S INCLUSIVE WELLNESS CENTER & GYM

COMMUNITY AGREEMENT

COME AS YOU ARE

OutWellness is built on the belief that wellness belongs to everyone. This agreement defines how we show up for each other — in the gym, online, and in our community. By becoming a member, you agree to uphold these shared values.

01 PILLAR 01 STEWARDSHIP OF OUR SPACES

How we interact with the physical gym, the digital Discord, and the collective environment.

We prioritize collective wellness. We follow our established illness and COVID-19 protocols because our individual health is inextricably linked to the health of our most vulnerable members.

We co-create a "Culture of Care." We define safety not as the absence of discomfort, but as the presence of support and accountability. If someone's actions feel "unsafe," alert a staff member or use our reporting channel. Text/call 512-387-3908 or email hello@outwellnessatx.com

We steward our digital community. We treat our Discord and online spaces with the same care as our physical floor. We resolve friction directly or through moderation channels rather than public "blasting." We do not engage in Cancel Culture.

We respect the space. We leave the equipment and atmosphere better than we found it. We are considerate about what we share in a group setting and ask for consent before discussing sensitive or emotionally heavy topics.

02 PILLAR 02 CULTURE OF ENGAGEMENT

How we engage with one another, navigate conflict, and uphold our values.

We practice an Abolitionist and "Call-In" Culture. We choose "calling in" over "canceling." When harm or friction occurs, we commit to restoration over punishment.

3-Step Call-In Process (Nonviolent Communication Model)

- **Observation:** "When you said/did [X]..."
- **Impact:** "...it felt [Y] / it doesn't align with our agreement of [Z]."
- **Request:** "Can we try [Action] moving forward?"

We honor the liberation of all bodies. Our space actively affirms those often marginalized by fitness culture. We protect and celebrate one another across the spectrums of race, size, ability, and identity.

We hold ourselves to a high standard of protection. While we lead with curiosity, any behavior that fundamentally threatens community safety (harassment or systemic bigotry) will be addressed through our reporting process.

03 PILLAR 03 RELATIONAL ACCOUNTABILITY

How we manage our own relationships, growth, expectations, and responsibility.

We practice relational autonomy. We take personal responsibility for our interpersonal dynamics (such as navigating breakups or social shifts) and keep the gym a shared, neutral space for everyone.

We embrace growth over perfection. Perfection is not the goal. We give ourselves and others permission to be works-in-progress, acknowledging that "getting it right" is a lifelong practice.

We acknowledge where we begin and OutWellness ends. We take ownership of our personal emotional processing. The gym provides the container for movement and community — we provide the effort for our own interpersonal resolutions.

We speak up to keep us safe. We take responsibility for the health of our community by reporting harm when we see or experience it. We trust the process so issues can be addressed transparently and restorative steps taken.

BY JOINING OUTWELLNESS

I agree to uphold this Community Agreement and help co-create a space where every body belongs.

Member name: _____

Date: _____

QUESTIONS OR CONCERNS?

512-387-3908

hello@outwellnessatx.com

outwellnessatx.com

@OutWellnessATX · **Come As You Are** · #OutWellnessATX