



CHADD Participation Agreement

CHADD is committed to fostering a safe, inclusive, and respectful space for our members, individuals with ADHD, and their families. We believe in the strength of our community and want every participant to feel valued and supported. Whether you're joining a meeting, attending a conference, or participating in an online space, these guidelines help maintain spaces where everyone can thrive and feel connected.

1. Respect & Inclusion

- Treat all participants with kindness, compassion, and respect, making room for different communication styles.
- Harassment, discrimination, or disruptive behavior will not be tolerated.
- Contribute to the conversation thoughtfully, sharing your perspective, while making space for others to keep the discussion balanced.
- When in an online space, always ask for consent before sending direct messages (DMs) to other participants.

2. Identity & Authenticity

- CHADD spaces are built on trust and inclusiveness. Be honest about who you are, whether you're participating in-person or online, to help create a safe and welcoming environment for all.
- Respect how others identify, including their names and lived experiences.

3. Privacy & Confidentiality

Participants in CHADD's community spaces frequently share sensitive or protected information, and we are committed to respecting our participants' privacy in accordance with our values and our legal obligations. We therefore require all participants to observe the following privacy practices:

- Do not record, save, copy, screenshot, or share anything from meetings or forums without clear consent from everyone involved.
- Do not share other participants' personal or identifying information or stories without their permission.
- Artificial intelligence (AI) transcription or notetaking tools (such as Otter.ai or Fireflies) are **not permitted** in peer support or discussion-based meetings. These tools have the ability to record or store sensitive content without group knowledge or consent.

4. Self-Management & Community Well-Being

Everyone's self-management needs are different. CHADD aims to honor participant differences while creating a shared environment of care and support.

- Participants should do their best to manage their engagement in a way that supports both their personal needs and the group experience.
- Breaks are part of participation—during meetings, please take care of your needs without feeling like you're doing something wrong by stepping away. If you are feeling hungry, overwhelmed, overstimulated, or dysregulated, honor that.

- If a facilitator or host offers a gentle check-in or reminder about group guidelines, please receive it in the spirit of support, to help maintain a safe space for everyone.
- If you are unsure about anything during a meeting, we encourage you to ask your educator or facilitator for clarification in a respectful way.
- If you need an accommodation to better access the meeting, please let a facilitator or CHADD staff member know. We will do our best to support you with the resources available.
- Participants in CHADD spaces should aim to resolve any conflicts or disputes with care, fairness, and mutual respect.

CHADD is committed to resolving conflicts with care, fairness, and mutual respect. Unfortunately, such resolution is not always possible. CHADD may remove participants from CHADD spaces (including digital spaces) or events if, in its sole discretion, it determines that such participant consistently fails to adhere to our community standards.

5. Peer Support Engagement & Educational Sessions

CHADD offers peer support group meetings, community forums, and educational sessions. Each serves a different purpose, but none is a substitute for individualized professional advice. CHADD does not provide treatment, endorse any products, services, medications, or publications, even if they are mentioned within meetings, webinars, publications, forums, or podcasts.

- In peer support meetings, you're encouraged to share personal experiences and offer mutual encouragement. Please do not offer diagnoses, treatment recommendations, or advice that sounds clinical or authoritative. Even if you are a professional, we ask that you participate as a peer, not in a provider role.
- In educational meetings, professionals who are presenting may share general, evidence-based ADHD information to support learning. However, this information is not personalized medical guidance. Always talk to your doctor or provider before making changes to your or your child's treatment plan.
- CHADD is not responsible for the views, advice, or opinions shared during these sessions or posted in any related digital spaces. All content reflects the perspectives of individual participants and does not constitute official guidance from CHADD.

6. Non-Commercial Use

- No promotions, self-advertising, or business solicitations are allowed in any virtual or online settings associated with CHADD, including during educational or peer support meetings by guests or volunteer facilitators/hosts.
- Research study participant requests may not be made to CHADD participants without prior approval from by CHADD's Professional Advisory Board Research Subcommittee, available at <https://chadd.org/research/>.

7. Legal & Community Standards

All members and participants must follow the community guidelines set forth in this Participation Agreement, as well as all applicable law, in all CHADD spaces, whether in-person, online, or virtual.

The following behaviors will not be tolerated:

- Sharing inappropriate, illegal, or harmful content.
- Hate speech, threats, or targeted harassment based on identity, diagnosis, background, or beliefs.
- Discrimination based on disability, race, gender, sexual orientation, or other protected identities.
- Misrepresenting yourself as CHADD staff, leadership, volunteer, or an official representative.

CHADD and its representatives may exclude any person at any time from CHADD spaces, whether in-person, online, or virtual, if, in its sole discretion, it deems such exclusion necessary or advisable in order to maintain CHADD's community standards or meet its legal obligations.

8. Addressing Concerns

If something happens during any CHADD event that doesn't feel right, whether it affects you directly or you witness it, we want you to feel safe speaking up. Our approach to addressing concerns is rooted in care and aims to protect the well-being of individuals and the community as a whole.

- You can report concerns or submit feedback by contacting CHADD at Customer_Service@CHADD.org.
- CHADD will review the situation and take appropriate action. This may include a conversation, a reminder of guidelines, a warning, removal from an event, or a review of membership or participation status.

9. Photographic Release

You understand and agree that with the exception of peer support group spaces, you may be photographed and/or videotaped by CHADD for internal and/or promotional use. You hereby grant and convey to CHADD all right, title, and interest, including but not limited to, any royalties, proceeds, or other benefits, in any and all such photographs or recordings, and consent to CHADD the use of my name, image, likeness, and voice in perpetuity, in any medium or format, for any publicity without further compensation or permission.

10. Acceptance of Terms

By participating in CHADD activities—including membership, volunteering, events, conferences, meetings, or online spaces, you agree to follow the terms outlined in this agreement, including the dispute resolution process. Violating this agreement may result in limited or suspended access to CHADD programs and events.

11. Indemnification and Release

By participating in CHADD spaces (including digital spaces) and/or events, you hereby agree to indemnify, defend, and hold harmless CHADD, its staff, volunteers, and partners from any and all liability, losses, damages, judgments, or expenses, including attorneys' fees, that it may incur or sustain as a result of my negligence, recklessness, or willful misconduct in connection with your participation in CHADD, arising out of any third-party claim.

12. Governing Law

I hereby agree that this Release is intended to be as broad and inclusive as permitted, and that this Release shall be governed by and interpreted in accordance with the laws of the State of Maryland, without reference to any choice of law doctrine.