**Scenario #1:**

* Stay objective, manage your own feelings/emotions about the topic.
* Acknowledge that everyone may have strong feelings about this topic—that it is controversial—AND that we want to ensure a safe space to have open discussions and learn/understand another’s point of view.
* Observe how Adam and others may be feeling, i.e. “I can see that you are upset about this.” Or if you aren’t sure, use active listening and reflection.
* Use language such as, “Here’s how it has been explained to me”; “Some people believe that when you make statements that all lives matter, this discounts the fact that people of color have been oppressed and unfairly impacted for decades.”

**Scenario # 2:**

* Try to view the situation objectively. Is there anything you are doing that may lead the youth to think you favor him/her over other participants? If so, acknowledge this when addressing the situation.
* Identify the youth’s emotional state and normalize the situation. It is absolutely normal for adolescents/group members to project positive feelings onto others who are helping them. This is called “transference.”
* Reiterate/clarify your role as an APG Facilitator, and that you are prohibited from having any relationship outside of the APG.
* Ensure that you don’t meet with the participant alone.
* After addressing it with the youth, and if he/she continues, pull in parents if needed or request that a supervisor or colleague talk to the youth.
* Pair groups by gender with facilitators of the same gender, when possible and appropriate.
* As a coach, communicate the program’s policy: “If you develop a personal relationship with youth in the APG, or within two years of involvement in the APG, you will be fired.”
* Ways to approach the youth: use the program policy in your favor—"The organization has a policy that no staff are able to have personal relationships with participants and I could get in trouble or fired.”

**How to document the incident:**

The APG Facilitator should document, seek out supervision/coaching, and the coach or supervisor should document the behavior and actions taken.

**Scenario #3**

* Consult agency policy—is there guidance for how to proceed?
* Approach the youth about your concerns.
* Consult with your Co-facilitator (or better yet, discuss in advance how this will be handled if it arises. Will one Facilitator proceed with the majority of the group and the other talk privately with the youth?
* Should family/caregivers be called?
* Do you need to pull in your coach or supervisor for guidance on how to proceed?

**How to document incident:**

* The APG Facilitator should document, seek out supervision/coaching, and the coach or supervisor should document the behavior and actions taken.