

Terms of Reference – Beyond Monogamy Peer Support Group

A supportive space for LGBTQ+ people practising or exploring non-monogamous relationships

Introduction

Beyond Monogamy, the Ethical Non-Monogamous (ENM) Peer Support Group, is an initiative led by Outhouse LGBTQ+ Centre in Dublin, in collaboration with a founding group of LGBTQ+ non-monogamous peers, and possibly other future collaborative organisations. The group aims to provide a safe and supportive peer support environment for LGBTQ+ individuals exploring or practising non-monogamy, including polyamory, open relationships, and other consensually non-monogamous models. This group aims to provide a supportive environment for social connection, discussion, and personal reflection around ENM topics. It operates independently of casework services and is not intended as a dating platform.

The group will use peer facilitation to create a safe and inclusive environment where members can express themselves, build community and benefit from peer support. This can include formal, structured topic discussion and group work, or more relaxed exploration of expression and community building and a space for connection, learning and mutual support.

Purpose and Objectives

The primary purposes of the Beyond Monogamy Group are to:

- Provide a safe, inclusive, and confidential space for LGBTQ+ individuals interested in or practising non-monogamy. The group does not aim to question and/or attack personal life choices.

- Foster community, connection, and friendship among members.
 - Explore topics relevant to non-monogamy, including relationships, communication, boundaries, consent, identity, and others.
 - Promote personal growth, confidence, and resilience in navigating ENM relationships.
 - Share experiences and perspectives while respecting diverse relationship choices and life circumstances.
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Activities and Topics

The Beyond Monogamy Group may include:

- Discussions on relationship structures, communication strategies, boundaries, and consent, among other topics.
 - Peer reflection on experiences of jealousy, compersion, or other NM-related challenges.
 - Exploring identity, ethics, and navigating societal attitudes toward NM relationships.
 - Community-building activities, social events, or creative exercises to support connection and belonging.
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Structure and Membership

- Membership is open to LGBTQ+ people aged 18 and over who are exploring or practising consensual non-monogamy.

- The group welcomes participants regardless of relationship status, gender identity, sexual orientation, or experience level with NM, without discrimination based on age, race, religion, gender identity, or sexual orientation.
 - Participants will be required to register online to become members of the group.
 - Prior to each meeting, members will receive an email requesting them to confirm their attendance. Only members who confirm attendance will be able to join the meeting. If unable to attend after confirming attendance, participants are asked to cancel to allow others to attend.
 - Attendance is voluntary. Participants may attend as often as they like.
 - A maximum of 20 participants may attend each meeting to ensure a safe and manageable environment. Attendance is first-come, first-served.
 - If an individual confirms attendance for and then misses **two** meetings without notifying the organisers prior to the meeting, they will be removed from the registration. If they wish to join again in the future they will need to register again.
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Meeting Schedule and Facilitation

- Meetings will typically be held **fortnightly, every second Wednesdays of the month** at Outhouse LGBTQ+ Centre.
- Meetings will be facilitated by trained peer facilitators, who identify as members of the LGBTQ+ community who practice non-monogamy.
- Facilitators guide discussion, help enforce group agreements, and provide support for maintaining a respectful environment.
- Facilitators will commit to check-outs and bring any issues they encounter to the relevant member of Outhouse staff.
- Facilitators are subject to the Outhouse Volunteer Policy.

Code of Conduct

- Participants are expected to adhere to [Outhouse House Etiquette](#) and its [policies](#) when in the centre or accessing activities it runs. Additional group agreements may be confirmed by the group once they are formed.
- Respect confidentiality: do not share information discussed in the group outside the group without consent.
- Engage respectfully: Critical analysis of all relational structures is encouraged, especially when they reproduce socially established privileges (E.g.: couple privilege, one-penis policy, unicorn hunting, racialised exclusion, among others), however personal experiences, identities, and relationship choices must be treated with respect. Discriminatory, harassing, or offensive behaviour will not be tolerated.
- Consent: members must obtain consent before sharing or asking for private details, sending direct messages, or introducing participants to one another outside the group.
- Violations of confidentiality or repeated disrespectful behaviour may result in removal from the group.
- This group aims to prioritise the voices of people who, due to various forms of discrimination, are usually silenced in wider society. The goal is to establish a safe space for everyone. This requires those with more privilege to commit to listening, asking, and learning before intervening directly. Members are also invited to keep their own privileges under constant check.

Privacy and Safety

- Confidentiality is central: participants must respect the privacy of others. Some members are publicly open about their relational orientation, but not everyone can or wants to do so. Any indiscretion, intentional or not,

can have very serious consequences for some people.

- The group is not a dating platform; introductions for romantic or sexual purposes are discouraged. Members who would like to engage beyond the group, with the consent of all involved, are requested to do so outside of the group.
 - Sensitive topics may arise. Members are encouraged to provide content warnings when discussing topics like sexual trauma or relationship conflict. Members are also encouraged to listen to their boundaries and comfort levels and communicate wishes for changing the topics or taking a break during a thread.
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Reporting and Feedback

- Outhouse will periodically assess the effectiveness and impact of the Beyond Monogamy Group.
 - Participants may provide feedback and suggestions for improvement.
 - Complaints regarding facilitators, participants, or group operations will be handled according to Outhouse's [Feedback, Complaints, and Compliments policy](#).
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Amendments to Terms of Reference

These Terms of Reference may be updated with consultation from group participants and approval from Outhouse LGBTQ+ Centre.

Designated Point of Contact

For inquiries or further information about the Beyond Monogamy Group, please contact **Reception** via **hello@outhouse.ie**.