

FireLight 2026

Collaborator Engagement Policy

(Attribution: This document was adapted with permission from a similarly named document created by Bez of The Sauce Event in Santa Cruz)

Guidance for engaging with attendees with attunement, care, consideration, and integrity.

As a collaborator, you'll go through the same [RSVP](#) process as every attendee, including agreeing to our community values & agreements (see [below](#) for a copy of the community values and agreements). What follows here is an additional layer of reflection specific to your role.

Who are the collaborators (in loose order of role power)?

- Producers (Philippe & Shams)
highest role power overall, but lower than the coordinators in their specific domains of coordination
- Coordinators - highest role power in their domain of coordination
- CARE Team
- Performers
- Teachers
- Artists
- Healers/Practitioners
- Work Traders
- Kitchen team

FireLight is a space to explore and learn. It's a fun and sexy micro-festival where people get to explore the meaning of lovership in its many forms, from flirting, dancing, kissing, leaning, snuggling, sensuality, and sexuality—in both structured (facilitated classes) and unstructured (temples, play parties) play-possible spaces beyond their own private spaces.

As event producers, we hold a deep value for **both agency and consent**. Over-reliance on either can lead to harm, confusion, or missed signals. We don't create rigid rules around how collaborators can engage sensually or sexually with attendees. Instead, we orient towards working with people we

trust—people who hold power with care and are committed to moving with integrity because of how their power multiplies their impact.

That said, we do have **values, agreements, and guidelines** we ask **EVERYONE**, including collaborators, to reflect on and adopt. If these run counter to your own, we request that we have a conversation to ensure we're a good match for having you at FireLight. These can be found below the "Collaborator Engagement Policy" and may be familiar to you if you've attended one of Shams or Philippe's events before.

At FireLight, we understand consent not as a **checklist**, but as something that **emerges from genuine connection, attunement, care, and consideration**. It's a collaborative process where your power (role/status/personal) has the potential to influence outcomes for the better and truly make an engagement be empowering for everyone. As a collaborator, this should be your primary goal in all interactions. The guidelines below reflect that philosophy — they're not rules to follow mechanically, but threads to help you stay present to the full human reality of the people you're engaging with, and to the power your role carries. (see [this article on the evolution of consent culture](#) as a reference point)

Guidelines for consideration with flirtation, attraction, or sensual/sexual engagement with attendees

These are threads to follow, questions to sit with, and considerations to help you navigate your interpersonal behavior at the event and beyond with the same intentionality you would bring to engaging any individual or any group.

1. Did the person you wanted to interact more intimately with attend your offering (workshop/performance/show) or come to you for support?

As a human leading a group, you inherently hold a position of power. Any trait or quality in the attendee that might amplify that power dynamic—youth, shyness, inexperience, admiration, emotional vulnerability—needs to be taken into account. Please move with intention and care when deciding how to engage. Just because something feels mutual doesn't mean it's balanced.

2. Did they have a big emotional experience in your offering(workshop/performance/show) or when you supported them?

If someone cried, had a breakthrough, or dropped into a deep emotional place during your offering, I suggest not engaging sensually or sexually with them at the event. It can blur lines, create confusion, and potentially cause harm. Even with consent, the timing may be too tender.

3. Is there a natural power differential between you and this person?

Think about age, gender, race, sexuality, presentation, social context, and more. If you're an older man engaging with a younger woman or nonbinary person, for instance, this requires added skill and awareness. Be even more explicit in your consent practices, and don't assume comfort or clarity just because things feel good in the moment.

4. Do you know them from shared community, friendships, or previous connections? Are you already in friendship/lovership/partnership with them?

If so, great—you likely have a better sense of how they navigate intimacy, boundaries, and erotic spaces. If not, slow way down. When you don't already have an intimate connection with someone or when you don't know someone's history or support system, take extra caution. Favor slower engagement, clearer consent, and a curiosity-forward approach.

5. Are you approaching them—or are they approaching you?

Both scenarios deserve attention. If someone approaches *you*, especially in your role as a facilitator, they may be drawn to your visibility or perceived authority/popularity. Their attraction might be entangled with admiration or a longing for guidance or affirmation.

If *you* are initiating, remember that your leadership role may make it harder for someone to know what they want. In some cases, they may fawn or freeze due to their history with or confusion around authority figures. Move gently. Make space for the nuances of navigating any feelings of desire or trepidation, on all sides.

There's a sweet spot of pace of engagement, and it looks like neither rushing nor putting on the brakes. It looks like *both people going at the pace of trust*.

6. Do your actions further your teachings/offerings (for teachers or support staff)?

It's one thing to teach about consent in our workshops and another thing to live it in our personal lives. At an event where we are in a leadership role, all of our actions speak for our values and our offerings.

Consider if the actions you want to take with this person match what you teach/offer. Do they represent you well in a professional capacity? If an outsider challenged you around your actions due to a potential power differential with a participant, could you easily quell their concerns based on your due diligence? Or are you more winging it and hoping for the best?

Integrating these factors to make informed decisions

If many of these threads are present at once—proceed with caution.

The more threads that are active (e.g. offering participation *and* big emotions *and* a power differential), the more important it is to tread carefully and err on the side of lowering the stakes. This is often the moment to engage more lightly, wait until after the event, or simply choose not to pursue intimacy. Doing so protects the attendee, protects you, and preserves the integrity of your leadership within the FireLight container.

You're human—and you get to have fun at the event!

You're allowed to flirt. You're allowed to play. You're allowed to be awkward, make mistakes, and learn as you go. You don't have to be perfect. And if you're feeling clear and solid about a connection—enjoy yourself! This is your event too. Just bring a level of care, consideration, and integrity that is equal to your level of role power, status (what people think of you), and personal power (a healthy version of what you think of yourself)

If you're ever unsure, stop and check in.

Take a moment to ground yourself. Talk with Shams or Philippe or check in with someone from the care team. We are here to support each other in navigating the real, open-hearted, messy reality of embodied leadership.

When in doubt, slow down and get curious.

It's far better to leave someone wanting than to go too far and realize it too late. It's much better to go slower and get to know someone well enough to attune to what they want and see if it overlaps with what you want, and then allow the engagement to progress at a pace that is accurate for both of you. What this means is it's crucial to take the time to attune to this other person so you can better care for and fully consider what they want.

If there is any question in your mind as to whether an intimate interaction is a good idea, let that be a sign that it's not. Based on our positions of power as leaders, we are charged with the responsibility of obeying those little voices more diligently.

Thank you for helping create the kind of culture we hold dear.

Challenging experience with collaborators

When a challenging experience involves a collaborator, we approach it with the same care and humanity we bring to all such situations—while also weighing the roles and responsibilities of those involved, since leadership carries additional accountability. We ask that those who have a challenging experience fill out our [challenging experience report](#), and then we examine that report with the CARE coordinator(s).

Factors such as leadership and positionality do play into decisions we make about repercussions, consequences, and the type of accountability required in order to resolve the report. If the report is about one of us (Shams, Philippe, or a CARE team coordinator, then those not named in the report will engage with it to resolve it. This will usually look like contacting the person who filed the report to support them.

We actively encourage all people to report when they feel they had a challenging experience so we can bring enough care and consideration so that they feel held and resourced enough in their challenge to move towards a more empowered place which often looks like the person causing the challenge to take ownership for their actions, and offer some form of repair.

FireLight's boundaries for intervention

FireLight will not usually take direct action in the following instances (though this doesn't mean you shouldn't report them):

- Second-hand reporting of what you observed to be a challenging experience, but that those involved are not reporting
- Inter-personal relationship struggles such as bad breakups, toxic behavior, BDSM gone wrong, abusive ex's, etc.
- Non-specific, general feelings of creepiness, discomfort, or unease — though we want to be clear: these feelings are real and worth naming. We encourage you to report them. Even when they don't point to a specific incident we can act on directly, they matter, they will be logged, and they inform how we hold the space going forward.

Even when a challenging experience doesn't warrant specific action by FireLight, ALL instances and reports will be logged and retained for future use and monitoring.

The above guidelines apply specifically to collaborators in their roles. What follows are the agreements that apply to everyone at FireLight — collaborators and attendees alike.

Values & Responsibility Around the Agreements, Exploration, Mistakes/Accidents, Feedback, and Repair

About our community values:

Creating community requires values that promote the wellbeing of each member of the community and the relationships between them. These values, expressed as agreements, weave themselves into the fabric of community and the playground we all explore on through a collaborative effort from all members of the community.

Here are our community values:

Love ✨ A natural expression of humans beings in community
Care ✨ Expressing love towards someone for their benefit
Consideration ✨ "What matters to you, matters to me"
Curiosity ✨ Being willing to find out about another person's experience
Attention ✨ Taking/spending the time to get to know another person's experience
Attunement ✨ Aligning our own actions & experience with another person's
Connection ✨ Basking in the beauty of dancing with another person's experience
Trust ✨ Believing that moment to moment we will continue to find ways to stay connected in a way that works best for everyone
Consent ✨ From a place of connection & trust, moving with what feels right for everyone
Collaboration ✨ Working together for the benefit of everyone involved
Belonging ✨ Everyone is welcomed as they are and as they are not

About the Agreements:

The agreements are the structure that allows everyone to play as safely as possible on the "playground" that each event creates. Playing on the playground is, however, not inherently safe. By coming to this event you acknowledge that you have fully read the agreements below and that you understand how they work and what they mean and the responsibility you have to uphold these agreements.

By coming to this event, you also acknowledge that you enter a space where honest accidents and mistakes will be made, and agree to be willing to offer constructive compassionate feedback to the people you engaged with during the event for the purpose of learning in community with them (see "Debriefs" below). You also acknowledge that time is of the essence and if you wait to get support to address issues there may be less options for things to work out better for you by the time you do. Finally, if for any reasons you feel hurt or harmed by someone's actions, you also agree to at least be willing to explore a repair and apology process with a neutral third party. But before this happens, we will be happy to receive and validate your experience and offer you a space of care and consideration.

Here are the agreements:

✨ I Will Create Consent: However I engage and dance with another being, I will make sure they are enjoying themselves as much as I am. I will take the time to check in (verbally and/or nonverbally): "How's this for you? How can I make this more pleasurable and awesome? May I play with your lover/partner?" I will slow down, create pauses, and connect clearly and deeply to find out how someone is feeling. I will give them space to feel, to respond, to integrate. There is plenty of time for everything. These events and gatherings are social experiments in creating a relaxed space for people to engage and explore as they please and with curiosity, and speak up about what they want. This may or may not look like *verbal* consent, but consent is *still* and *always* important. I also understand that consent is required for all forms of sexual penetration.

✨ I Will Speak My Feelings/Pace/Desires/Needs/Edges/Boundaries/Traumas/Relationships when relevant so that they can be heard and considered well by anyone I engage with. I will support people with their boundaries while inviting them to explore if they wish to go beyond them. Here's a [great article](#) on the fuller version of this called RDBSM(ATDP).

✨ I Will Consider Relationships by Checking In with friends and partners who came with the person I am connecting with about how they are feeling. I will support the person I'm playing with to check-in with the person they brought if they already have a connection with them. Transparency is good for everyone.

✨ I Am Encouraged To Change My Mind and Complete an Interaction: I will say that I'm complete with an interaction when I want to move on. If I didn't want it before, but now I want it, I will ask for it now!

✨ I Will Be Considerate of Bubbles of People Engaging Intimately Together: If I would like to join a group engaged intimately, I will take the time to be noticed and make a clear request ("Can I join you?", "Would you be open to me/us sitting with you?", etc). I will keep in mind that when two or more people are engaging, it may have been after building trust and goodwill up

for minutes, hours, parties, years (which I can't know or see until I know). If I'm enjoying watching a group or pair engage, I will ask first and try not to stare blatantly.

✨ I Will Make Clear And Open Requests: I will use gratitude no matter the response (yes, no, maybe, never, etc). The better and most awesome my response, the more freedom I will create for the other person, the greater the chance they might take me up on it at a later time/date. This is key. "Thanks for taking care of yourself" is one of the best responses to a "No" :)

✨ I Will Manage My Level Of Intoxication. We believe mind/body-altering substances are great in moderation. And, we also love sobriety as a great way to engage clearly with each other. Beyond the clear requirement that you stay in charge of your intoxication and engage consensually at all times (for your own benefit and for the benefit of others), we will not specifically tell you what you can or cannot do in that domain. Above all else, do it consciously and with intention rather than just recreationally. We recommend natural versions too as they are light on the body and easy to manage. Thank you for supporting this.

✨ High Possibility / Sweet Expectations: Whatever I do, I will be awesome, open, loving, generous, and free of expectation in my heart and body, where every interaction big or small is a gift. This will grease all interactions and make them clear and fun and playful.

✨ I Will Be Considerate When Watching/Gazing/Observing/Admiring/Adoring/Loving/Gauging/Objectifying. All of these expressions are better served softly and gently at first, and then consensually if I want to turn up the volume and playfulness. And of course, if I have favorite ways to be seen, I will check in with anyone who might be into seeing me and let them know!

✨ I Will Contribute: I Recognize That These Events and Gatherings Are Co-created Pieces of Temporary Social Art. This means that I bring the things I want and need to the events, so I feel great! It also means that I share them with others so they experience how great they are too, without expectations, as gifts.

✨ I Understand that if I don't follow the agreements here (above and below) willingly and well enough, I may not be invited again to future events like these by Philippe and Shams. I may also be asked to leave if I present a big enough challenge to work with. And to the degree that I am willing to work with Philippe, Shams, and the team, they will do their best to make sure I can continue to be invited.

✨ I Will Engage in Aftercare, After Love, and Debriefs: An important piece of engaging with others in these exploratory spaces where we try things with various levels of success is to offer care and get feedback about how things went with them or with the event itself (or for the producer(s) and/or the team). This is a two way engagement. I will ask for and offer (both consensually) things like "Would you be willing to share together about our engagement?", "What went well in our engagement(s)?", "What didn't go so well?", "What could I/we do (even) better/different (looking back or next time)?". This is how we learn to do better with each other using a learning, care and growth mindset. If this feels right for me, I will consider taking a moment to reach out after the event to those I engaged with (or the team/producers) with a check-in and desire to reflect back on how things went, and learn more about myself and about them in the process – and perhaps even share on the event thread what I learned about myself (which can be done without speaking about the other person). And if I need support, I will consider reaching out to someone I trust (or someone in our Emotional Support team) to support me in stepping forward with offering feedback or receiving it. Here's a [great article](#) on Debriefs.

✨ I Will Engage in Repair: Events like these will inevitably bring situations where things get crunchy or go sideways. I or someone else might make a quick judgment call to try something in an engagement and the call/trial/experiment might be less than adequate. This--honest mistakes and accidents--is normal and to be expected. If something like this happens, I will let the producers know and they will support all parties in a repair and apology process for the purpose of going back into connection, trust, wholeness, and learning.

The following agreements are specific to play spaces and times:

✨ I Will Place Some Fabric Under Myself when sitting or lying around naked, especially when getting sexy.

✨ I Will Play In Designated Play Spaces Only with the Boundaries Related to these Spaces/Times: No sex in bathrooms, dining area, or kitchen. If unsure I will check with other people present to see how they feel about my getting intimate/sexy with someone else or others close to them if they are engaged in other activities. The idea is to be considerate of the other energies in the space. Pay attention to signs posted in the different spaces.

✨ I Will Practice Safer Sex: I will have safer sex conversations (such as RBDSM(ATDP), and at least intend and be willing to use safer sex supplies when risk is involved (which means, anything more than hands). Please check with the person you are playing with around their preferences and only play at the highest levels of safety declared by either person.