

CODE OF CONDUCT

For Participants, Staff & Volunteers

Santos & The Crystal Visions

“Our first responsibility is the safety and well-being of our participants.”

Danny Santos, Founder & Ceremony Maestro

This Code of Conduct complements the Santos & The Crystal Visions Church Handbook, the Facilitator Code of Ethics, the Articles of Incorporation, and the Bylaws. Where a conflict exists, the governing documents and applicable law control.

Preamble & Scope

This Code of Conduct applies to every participant, staff member, volunteer, and facilitator who takes part in Santos & The Crystal Visions programming, retreats, ceremonies, and community gatherings. It sets the minimum standard of behavior required to keep our community safe, ethical, and aligned with our spiritual mission.

Our first responsibility, above every other consideration, is the safety and well-being of our participants. For staff and volunteers, the expectations in this document are not optional. They are a condition of serving with Santos & The Crystal Visions. For participants, this Code describes what you can expect from us and what we ask of you in return.

This Code should be read alongside the Church Handbook, including the Facilitator Code of Ethics, the Community Covenant, and the sections on Consent & Personal Boundaries and Sacred Ceremony. Where this Code is more specific, the more specific standard applies.

Part I — Shared Community Standards

These standards apply to everyone in our community — participants, staff, volunteers, and leadership alike.

— **Dignity & inclusion.** We welcome people regardless of race, ethnicity, culture, gender identity, sexual orientation, relationship structure, spiritual background, recovery history, economic background, or ability. LGBTQ+ identities are fully affirmed. Harassment, discrimination, and conversion practices of any kind are not tolerated.

— **Consent.** Consent must be freely given, informed, specific, and ongoing. It applies to physical touch, energy work, photography, recording, personal questions, and any romantic or sexual interaction. “Not now” means no. Silence is not consent. A person may change their mind at any time, and spiritual or staff authority never overrides personal boundaries.

— **Confidentiality.** Personal stories shared in community or ceremony space are treated with respect. Do not share another person's story, photograph someone without consent, or record ceremony without explicit authorization.

— **Personal responsibility.** Everyone is responsible for their own choices, participation, and healing journey. No one — staff, facilitator, or fellow participant — can do another person's healing for them.

— **Safety over performance.** Safety is the presence of trust, not merely the absence of danger. Anyone may ask questions, say no, or leave an activity at any time.

Part II — Participant Code of Conduct

By participating in Santos & The Crystal Visions activities, retreats, or ceremonies, participants agree to:

— **Respect the safety team.** Follow the direction of Danny Santos, facilitators, and designated staff, particularly during ceremony and at any moment involving safety.

— **Practice consent and respect boundaries.** Ask before touching another participant. Accept “no” without argument. Never assume access to someone else's body, story, or space.

— **Protect confidentiality.** What is shared in ceremony or community stays with the person who shared it, unless they choose to share it themselves.

— **Come substance-appropriate.** Disclose medications, health conditions, and substance use to the facilitation team in advance. Do not bring outside alcohol, marijuana, or recreational drugs into ceremony space or combine them with sacred medicine without prior clearance — doing so can be medically dangerous.

— **Respect other participants' journeys.** Ceremony is not a performance or a competition. Give others space to have their own experience without interference, judgment, or unsolicited advice.

— **No unauthorized recording.** Do not photograph or record ceremony space, or any participant in a vulnerable state, without explicit permission.

— **Raise concerns, don't retaliate.** If something feels wrong, tell Danny Santos or a retreat lead. Concerns raised in good faith will be received without retaliation.

— **Respect people from all walks of life.** Regardless of spirituality, sexuality, gender, race, ethnicity, or any other factor that may make someone different, we are operating from a place of respect.

Part III — Staff & Volunteer Code of Conduct

Our first responsibility is the safety and well-being of our participants. The expectations below are not optional. They are a condition of volunteering or serving with Santos & The Crystal Visions.

1. Arrive sober. Leave sober. Staff and volunteers are expected to remain sober while serving.

2. No marijuana at retreats. If you use marijuana during a retreat, you will not be invited to return as a volunteer or staff member.

3. 90-day sobriety requirement. Anyone serving in the ceremony space must be free from active drug or sex addiction for a minimum of 90 days.

4. All physical, emotional, and spiritual support should be offered with informed consent and respect for personal boundaries. Participants may request to work with a facilitator of a particular gender or sex whenever reasonably possible. Staff and volunteers should honor these requests without judgment and never assume a participant's comfort level based on appearance, identity, or orientation.

- 5. Avoid being alone with a participant in situations that could create discomfort, misunderstandings, or inappropriate power dynamics.** Whenever possible, meetings and conversations should occur in visible or common areas. Enter a participant's private sleeping area only when necessary, with their explicit consent, and, when appropriate, with another volunteer or facilitator aware of the interaction. Approved bodywork or healing sessions should follow the organization's informed consent procedures and professional standards.
- 6. Do not charge participants for services** unless you have received prior approval from Danny Santos.
- 7. Do not market or sell courses, coaching, or other programs.** Retreats are not a place to advertise your business or recruit clients.
- 8. No selling or promoting drugs or psychedelics.** Do not sell, provide, recommend, or tell participants where to obtain MDMA, LSD, psilocybin, or any other illegal or non-retreat substances.
- 9. Do not encourage participants to attend other psychedelic ceremonies or work with other facilitators while they are at retreat.** Keep the focus on supporting their current experience.
- 10. Do not trauma dump.** Participants are our priority. Personal processing should not be placed on fellow staff or participants during retreat.
- 11. Avoid divisive topics.**
- 12. Only drink a facilitator dose if you can remain fully functional and of service.** If you are unable to safely support participants, you should not be serving.
- 13. Do not take a second or third facilitator dose without prior approval from Danny Santos.** We have had increasing issues with facilitators becoming unavailable because they entered their own process. If you need to participate as a guest instead of serving, please do so with integrity by arranging and paying for a participant mat in advance.
- 14. Maintain healthy boundaries after retreat.** Do not invite participants to live with you or offer them housing. Moving someone you barely know into your home is inappropriate and creates significant safety and ethical concerns. Doing so will result in a 90-day break from volunteering.
- 15. No romantic or sexual relationships with participants.** Do not flirt with, pursue, or date participants. Retreat is a place for healing, not for romantic or sexual attention.
- 16. Our community recognizes that safety is not determined solely by gender.** We strive to create an environment where every participant—regardless of gender identity, biological sex, or sexual orientation—feels respected, empowered to express their boundaries, and free to request accommodations that support their physical and emotional safety.

These standards exist to protect our participants, our team, and the integrity of Santos & The Crystal Visions. If you are ever unsure about a situation, ask Danny Santos or a retreat lead before taking action.

Part IV — Ayahuasca Ceremony Conduct

Ayahuasca is a sacred plant medicine, not a recreational substance. Our relationship with it is rooted in reverence, humility, respect, and responsibility. Everyone who enters ceremony space — participant, staff, or volunteer — is expected to conduct themselves accordingly.

The Maestro

Danny Santos serves as the ceremony Maestro and holds final authority over the ceremony space. This includes decisions about the flow and pacing of ceremony, medicine administration and dosing, the dieta and preparation requirements, who may serve and in what role, and how safety or medical situations are handled.

All facilitators, staff, volunteers, and participants are expected to follow the Maestro's direction during ceremony without exception. Designated safety-team leads act as an extension of the Maestro's authority when he delegates responsibility to them. Disagreement or discomfort with a decision made in ceremony should be raised afterward with the Maestro or a retreat lead — not contested in the moment, when doing so could compromise safety.

Before Ceremony

- **Preparation is mandatory.** Participants must disclose relevant health information, medications, and contraindications to the facilitation team in advance. Staff must confirm this information has been reviewed before ceremony begins.
- **The dieta is respected.** Anyone participating in or serving ceremony follows the dietary and preparation guidelines set by the Maestro. This is a matter of physical safety, not personal preference.
- **No one is pressured.** Participation in ceremony is never a requirement of belonging to our community, and no participant should ever feel pressured to drink medicine.

During Ceremony

- **Reverence, not performance.** Ceremony is approached with humility, intention, openness, respect, patience, and curiosity. It is not a performance and not a competition — there is no prize for the most dramatic experience.
- **Consent and touch.** Touch is never assumed in ceremony. Staff must obtain clear consent before any physical contact, including holding hands, hugging, or bodywork. A participant's altered or vulnerable state does not diminish their right to bodily autonomy.
- **When appropriate, participants may be paired with a facilitator of the same gender or sex, or another facilitator with whom they feel most comfortable.** Participants are encouraged to communicate any preferences regarding the gender or sex of the facilitator, and every reasonable effort should be made to honor those requests. Participant comfort, informed consent, safety, and the integrity of the ceremony should guide all facilitator assignments. This participant-centered boundary applies throughout the ceremony and should be respected by all facilitators and volunteers.
- **Hold space, don't control.** A facilitator's role is to hold space for another person's journey — never to control it, interpret it for them, or claim absolute authority over its meaning.
- **Sobriety of the safety team.** Any staff member or volunteer not currently drinking medicine remains fully sober and alert, ready to respond to a medical, psychological, or safety need at any moment.
- **Facilitator doses.** A facilitator dose may only be taken if the facilitator can remain fully functional and of service throughout ceremony. A second or third dose requires the Maestro's prior approval, consistent with Part III, Rule 13.

— **No unauthorized recording.** Ceremony space is private. Photography and recording are prohibited unless specifically authorized in advance by the Maestro.

After Ceremony

— **Confidentiality continues.** What happens in ceremony is confidential. Participants may share their own experience if they choose, but must never share another participant's story without permission.

— **Integration, not isolation.** Staff support participants in connecting to integration resources — reflection, community, therapy, and other qualified support — rather than positioning themselves as a participant's sole source of guidance after retreat.

— **Escalate, don't diagnose.** If a participant needs medical or mental health support beyond the scope of the ceremony space, staff must seek appropriate professional assistance and notify the Maestro or retreat lead immediately. No facilitator should assume a difficult experience is simply “part of the medicine.”

Part V — Reporting Concerns & Accountability

Anyone — participant, staff member, or volunteer — has the right to raise concerns about safety, harassment, discrimination, misconduct, boundary violations, or facilitator behavior, including conduct during ayahuasca ceremony.

— **Report to Danny Santos or a retreat lead.** Concerns should be raised as soon as possible. When immediate safety is at risk, alert the safety team or the Maestro right away.

— **No retaliation.** A person raising a concern in good faith will not be punished for speaking up.

— **Corrective action.** Substantiated concerns may result in education, mediation, additional training, supervision, a written warning, a temporary suspension from serving (including the 90-day break described in Part III), removal from leadership, or permanent separation from Santos & The Crystal Visions. Serious allegations may require outside professional or legal involvement.

Safety is not merely the absence of danger. Safety is the presence of trust.

Acknowledgment

I acknowledge that I have received and reviewed this Code of Conduct. I understand that, as a participant, staff member, or volunteer with Santos & The Crystal Visions, I am expected to uphold these standards at all times, and that for staff and volunteers, compliance is a condition of continued service.

Name: _____ Role: _____

Signature: _____ Date: _____