

TheCIINDE™

The Canadian Institute of Integrative Nursing Development & Education Ltd.

Membership Agreement and Community Policy

Effective Date: May 8, 2026

Important Notice

The Canadian Institute of Integrative Nursing Development & Education Ltd., (TheCIINDE™/ pronounced The kind)) is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

1. Purpose of Membership

TheCIINDE™ Membership Community is designed to provide all nurses, including nursing students and retired nurses with access to education and professional development, as well as community connection, reflective practice, resources, events, and supportive learning opportunities.

The purpose of this membership is to support learning, connection, personal and professional growth, and whole-person approaches to health, wellness, leadership, to enhance personal health and/or nursing practice.

2. Nature of the Membership

TheCIINDE™ membership may include, depending on the membership level purchased:

- Access to live or recorded educational sessions
- Guest speakers, webinars, workshops, or learning events
- Community discussion boards or online groups
- Downloadable resources, tools, worksheets, or templates
- Blogs, newsletters, educational updates, and member-only content
- Opportunities for reflection, connection, and peer learning
- Discounts or early access to selected TheCIINDE™ offerings, where applicable
- Special annual events

Membership benefits may change, evolve, or be updated over time. TheCIINDE™ reserves the right to modify membership content, structure, platforms, guest speakers, resources, or benefits as needed to maintain quality, sustainability, and alignment with the organization's mission.

3. Educational Disclaimer

TheCIINDE™ membership content is provided for educational, informational, reflective, and professional development purposes only.

Membership content does not constitute:

- Medical advice
- Nursing diagnosis or treatment direction
- Legal advice
- Financial advice

- Psychological counselling or psychotherapy
- Employer-specific policy advice
- A substitute for professional supervision, clinical judgment, regulatory guidance, or individualized care

Members are responsible for using their own professional judgment and for following applicable legislation, workplace policies, regulatory standards, professional codes of ethics, and scope-of-practice requirements.

Participation in TheCIINDE™ membership does not create a nurse-client, therapist-client, consultant-client, legal, employment, or supervisory relationship between TheCIINDE™ and the member.

4. Member Responsibility

Members agree to participate in a respectful, ethical, and professional manner. Members are responsible for:

- Ensuring their own participation is appropriate to their personal and professional circumstances
- Seeking appropriate professional, medical, legal, regulatory, or workplace advice when needed
- Maintaining their own professional boundaries and scope of practice
- Using TheCIINDE™ materials responsibly and ethically
- Protecting the privacy and confidentiality of others
- Engaging in discussions with kindness, respect, and integrity

Members understand that community learning spaces may include a range of perspectives and lived experiences. Members agree to engage with curiosity, humility, professionalism, and respect.

5. Community Conduct Guidelines

TheCIINDE™ is committed to creating a psychologically safer, respectful, inclusive, and supportive learning environment.

Members agree not to engage in:

- Harassment, bullying, intimidation, or discrimination
- Hate speech or abusive language
- Personal attacks or shaming
- Threatening, aggressive, or disruptive behaviour
- Sharing private information about another person without permission
- Posting graphic, harmful, exploitative, or inappropriate content
- Promoting misinformation or presenting personal opinions as clinical fact
- Soliciting members in a way that is predatory, coercive, or unrelated to the purpose of the community
- Using the membership platform to promote competing programs, products, or services without permission
- Recording, copying, downloading, distributing, or repurposing TheCIINDE™ content without written consent

TheCIINDE™ reserves the right to remove posts, moderate discussions, restrict access, suspend membership, or terminate membership if a member violates these guidelines.

5A. Community Chat Platform Guidelines

TheCIINDE™ membership may include access to a private online community, chat forum, discussion board, or member platform. This space is intended to support respectful connection, peer learning, reflection, resource sharing, and professional community.

By participating in the community chat platform, members agree to the following guidelines:

Respectful Communication

Members agree to communicate with kindness, professionalism, and respect. Differences in perspective are welcome, but personal attacks, shaming, sarcasm intended to harm, bullying, harassment, intimidation, discrimination, or hostile communication will not be tolerated.

Confidentiality Within the Community

What is shared in the community must stay within the community. Members may not screenshot, copy, download, forward, repost, or discuss another member's comments, images, story, experience, or personal information outside the membership space without explicit permission.

No Identifiable Information

Members must not post identifiable information about patients, clients, students, families, colleagues, employers, organizations, or workplaces. Any practice-based examples must be fully de-identified and shared in a way that protects privacy and confidentiality.

No Medical, Legal, or Crisis Advice

The community chat platform is not a space for providing individualized medical advice, legal advice, regulatory advice, psychotherapy, crisis support, or formal clinical supervision. Members may share general education, reflection, lived experience, and professional insight, but each member remains responsible for their own professional judgment, scope of practice, and regulatory obligations.

Stay Within the Purpose of the Community

Posts and conversations should align with the purpose of TheCIINDE™ membership, including holistic nursing, whole-person care, nurse well-being, reflective practice, professional development, leadership, health education, community connection, and related topics. TheCIINDE™ reserves the right to remove content that is unrelated, disruptive, promotional, unsafe, misleading, or inconsistent with the purpose of the community.

No Unauthorized Promotion or Solicitation

Members may not use the community chat platform to promote, sell, recruit, market, or solicit for personal businesses, competing programs, products, services, events, fundraisers, research projects, or outside communities unless written permission has been provided by TheCIINDE™. TheCIINDE™ may provide designated spaces for sharing relevant opportunities, resources, or professional offerings at its discretion.

Sharing a Gift or Offering with the Community

Do you have something meaningful to offer the TheCIINDE™ community — a resource, a discount, a workshop, a tool, or a professional gift? We love supporting the generous spirit of our members and collaborators.

If you have a gift or offering you would like to share with the community, please email us at info@theciinde.com with the details. Our team will review all submissions and, where appropriate, share them with the membership on your behalf. This ensures that everything shared in the community space is relevant, aligned with our values, and respectful of the member experience.

Want to Share Something with the Community?

Email info@theciinde.com with your gift or offering and our team will review it. If it's a good fit for our community, we'll post it on your behalf. We appreciate the generosity of our members and collaborators and look forward to hearing from you.

No Sharing of Membership Content

Members may not upload, copy, summarize for distribution, teach from, sell, reproduce, or share TheCIINDE™ membership content outside the membership community. This includes screenshots, recordings, downloadable resources, slides, worksheets, templates, discussion prompts, and member-only educational materials.

Direct Messaging Boundaries

If the platform includes direct messaging, members agree to use direct messages respectfully and appropriately. Direct messages may not be used for harassment, pressure, unsolicited sales, recruitment, clinical advice, boundary violations, or repeated unwanted contact. Members who receive unwanted or inappropriate messages should notify TheCIINDE™.

Misinformation and Scope of Practice

Members agree not to present personal opinion, anecdotal experience, or unverified claims as established evidence or clinical fact. TheCIINDE™ reserves the right to remove or moderate content that may be misleading, unsafe, outside scope, or inconsistent with evidence-informed practice.

Moderation

TheCIINDE™ may monitor, moderate, edit, move, or remove posts, comments, files, images, or discussions at its discretion. TheCIINDE™ may also close discussions, issue warnings, restrict posting privileges, suspend access, or terminate membership where necessary to protect the community.

Reporting Concerns

Members are encouraged to report concerns about inappropriate conduct, privacy breaches, harassment, unsafe advice, misinformation, or misuse of the community platform to TheCIINDE™ at:

[Insert contact email]

6. Confidentiality and Privacy of Members

Members may share personal reflections, professional experiences, questions, or sensitive information within the membership community. Members agree to respect the privacy and confidentiality of others.

Members agree not to:

- Screenshot or share community posts outside the membership space
- Identify another member, client, patient, student, workplace, organization, or situation without permission
- Share private stories, reflections, or comments made by another member
- Record live sessions unless written permission is provided by TheCIINDE™
- Use another member's words, story, or experience for teaching, marketing, research, social media, or business purposes without explicit consent

Members are also expected to avoid sharing identifiable patient, client, student, employer, colleague, or workplace information. Any case-based discussion must be de-identified and shared in a way that protects privacy and confidentiality.

7. Personal Information and Consent

By registering for membership, members consent to TheCIINDE™ collecting and using personal information reasonably necessary to administer the membership. This may include name, email address, payment information, membership status, course or event participation, communication preferences, and platform activity.

TheCIINDE™ may use member information to:

- Provide access to membership benefits
- Communicate about membership updates, events, renewals, and resources

- Process payments and manage accounts
- Improve programming and member experience
- Meet administrative, legal, or regulatory obligations

TheCIINDE™ will take reasonable steps to protect personal information and will not sell member personal information. Members may unsubscribe from promotional emails at any time, although TheCIINDE™ may still send necessary administrative or membership-related communications.

8. Intellectual Property

TheCIINDE™ is committed to protecting the intellectual property of the organization, its founders, its faculty, its guest contributors, and its members. This section outlines ownership, permitted use, and the responsibilities of all parties participating in the TheCIINDE™ Membership Community.

Please refer to Annex A: Intellectual Property Policy at the end of this agreement for full details. The following is a summary of key terms.

8.1 TheCIINDE™ Ownership — Course Frameworks, Models, and Materials

All TheCIINDE™ membership materials are the intellectual property of TheCIINDE™ — The Canadian Institute of Integrative Nursing Development & Education Ltd. — or its authorized contributors, unless otherwise stated. This includes, but is not limited to:

- Original course frameworks and educational models, including but not limited to the Nurse First Principle, the Nursing Process Wheel as applied within TheCIINDE™ programming, and any other models developed or adapted by TheCIINDE™
- Videos, recordings, and live session content
- Slides, presentations, and speaker notes
- Worksheets, handouts, workbooks, and templates
- PDFs, guides, and downloadable resources
- Written content, blog posts, and educational articles
- Discussion prompts, coaching tools, and reflective exercises
- Member-only content and community resources

Members receive a limited, non-transferable, non-exclusive licence to access and use TheCIINDE™ materials for their own personal learning and professional development only.

Members may not copy, reproduce, distribute, teach from, sell, upload, publicly share, adapt, modify, or incorporate TheCIINDE™ materials into their own programs, courses, presentations, workplace training, consulting, coaching, social media content, or business activities without prior written permission from TheCIINDE™.

8.2 Protection of the TheCIINDE™ Name, Logo, and Brand

The TheCIINDE™ name, logo, wordmark, taglines, and associated branding are the exclusive property of The Canadian Institute of Integrative Nursing Development & Education Ltd.

Members may not:

- Use the TheCIINDE™ name, logo, or branding in any personal, professional, or commercial context without written permission
- Represent themselves as affiliated with, endorsed by, or acting on behalf of TheCIINDE™ without authorization
- Create derivative works, merchandise, or promotional materials using TheCIINDE™ branding
- Register domain names, social media handles, or business names that incorporate TheCIINDE™ or any confusingly similar name

Members who wish to reference their participation in TheCIINDE™ programming for professional purposes — such as on a resume, LinkedIn profile, or professional bio — may do so accurately and in a way that does not misrepresent their role, credential, or affiliation.

8.3 Member-Created Content Shared in the Community

When members share original content within the TheCIINDE™ community — including written reflections, resources, tools, frameworks, creative work, or professional materials — that content remains the intellectual property of the member who created it.

Members share content within the community for the purpose of peer learning, reflection, and professional connection. Sharing content in the community does not constitute permission for others to use, reproduce, adapt, teach from, publish, or distribute that content outside the membership space.

If a member wishes to use, share, reference, or build upon content created and shared by another member, they must contact that member directly to request permission before doing so. TheCIINDE™ encourages members to reach out respectfully and to honour the creative and professional work of their peers.

Member Content — Direct Contact Guidance

If you would like to use, share, or build upon content that another member has shared in the community, please reach out to them directly to request permission. Content shared in this space is shared in the spirit of community learning — it is not automatically available for use outside of that intention. TheCIINDE™ asks all members to honour this principle and to seek explicit permission before using another member's work in any other context.

8.4 Guest Speaker and External Contributor Intellectual Property

Guest speakers, facilitators, and external contributors who present within TheCIINDE™ membership programming retain ownership of their own intellectual property, including their original frameworks, models, tools, resources, presentations, and educational content.

Content shared by guest speakers is shared within TheCIINDE™ membership for educational purposes only. Members may not copy, reproduce, distribute, teach from, adapt, or use guest speaker content outside of the membership without the explicit written permission of that speaker or contributor.

If a member is interested in using, referencing, or licensing content from a guest speaker or external contributor, they are encouraged to contact that speaker or contributor directly to discuss permission and appropriate use. TheCIINDE™ may be able to assist with facilitating that connection where appropriate, but members are responsible for obtaining their own permissions.

Guest Speaker Content — Direct Contact Guidance

If you are interested in using content, frameworks, or resources shared by a TheCIINDE™ guest speaker or contributor, please reach out to that speaker directly to request permission. TheCIINDE™ can assist in facilitating introductions where possible. Guest speakers share their expertise generously within our community, and we ask all members to respect their intellectual property by seeking direct permission before using their work in any other context.

9. Recordings and Live Sessions

Some membership sessions may be recorded for educational or replay purposes.

By attending live sessions, members understand that their name, image, voice, comments, questions, or chat contributions may appear in a recording unless they choose to keep their camera off, use only their first name, or refrain from speaking or posting in the chat.

TheCIINDE™ will make reasonable efforts to protect member privacy but cannot guarantee that all personal information shared voluntarily during live sessions can be fully removed from recordings.

Members may not independently record, screenshot, download, distribute, or share any live or recorded membership session without written permission.

10. Guest Speakers and External Contributors

TheCIINDE™ may invite guest speakers, educators, facilitators, or contributors to provide educational sessions or resources.

The views, opinions, and recommendations of guest speakers are their own and do not necessarily represent the views of TheCIINDE™.

Guest speakers are responsible for their own content. Members are responsible for evaluating whether any information shared is appropriate to their own practice, workplace, jurisdiction, scope of practice, and professional responsibilities.

11. Membership Fees, Billing, and Renewal

Membership fees are outlined at the time of registration. Members are responsible for reviewing the membership price, billing frequency, renewal terms, and cancellation terms before purchasing.

Membership may be offered on a monthly, annual, corporate, promotional, or other basis.

If automatic renewal is used, members authorize TheCIINDE™ or its payment processor to charge the payment method on file according to the membership plan selected.

TheCIINDE™ will make reasonable efforts to provide clear information about membership fees, renewal dates, and cancellation options.

12. Cancellation Policy

Members may cancel their membership according to the cancellation process provided by TheCIINDE™. Unless otherwise stated in writing:

- Monthly memberships may be cancelled before the next billing cycle.
- Annual memberships provide access for the membership year purchased.
- Cancellation stops future billing but does not automatically result in a refund for amounts already paid.
- Access to membership benefits may end at the conclusion of the paid membership period or immediately, depending on the membership platform and plan terms.

Members are responsible for cancelling before their next billing date if they do not wish to renew.

13. Refund Policy

Membership fees are generally non-refundable once payment has been processed, except where required by law or where TheCIINDE™ chooses to make an exception at its discretion.

Refunds will not typically be provided for:

- Failure to use the membership
- Missed live sessions
- Change of mind after purchase
- Scheduling conflicts
- Lack of participation
- Partial use of membership benefits
- Failure to cancel before renewal

TheCIINDE™ may consider exceptional circumstances on a case-by-case basis but is not obligated to provide a refund unless required by applicable law.

14. Corporate or Organizational Memberships

Where a membership is purchased by an employer, organization, institution, or corporation, access is limited to the individuals authorized under that membership agreement.

Corporate members may not share login credentials or provide unauthorized access to individuals not covered by the membership.

TheCIINDE™ may create separate terms for corporate memberships, group pricing, reporting, invoicing, or organizational access.

Unless explicitly agreed in writing, TheCIINDE™ will not provide employers with personal reflections, private comments, participation details, or sensitive information shared by individual members in community spaces.

15. Technology and Platform Use

TheCIINDE™ membership may be delivered through third-party platforms, including but not limited to online learning platforms, video conferencing tools, community platforms, payment processors, and email systems.

Members are responsible for having suitable internet access, devices, software, and technology needed to participate.

TheCIINDE™ is not responsible for interruptions, outages, platform changes, third-party service issues, or member technology problems that may affect access.

Members agree not to misuse membership platforms, attempt unauthorized access, share login credentials, upload harmful files, or interfere with the security or function of the membership site.

16. Health, Wellness, and Emotional Safety

Membership discussions may include topics related to stress, burnout, moral distress, trauma-informed practice, grief, caregiving, workplace challenges, health, and personal growth that includes exploring mindfulness and other self-care practices.

TheCIINDE™ aims to create a supportive learning environment, but the membership is not a crisis service, counselling service, or mental health treatment program.

Members are responsible for caring for their own emotional safety and seeking appropriate support when needed.

If a member is experiencing a mental health crisis, medical emergency, risk of harm, or urgent distress, they should contact emergency services, a crisis line, healthcare provider, or appropriate professional support in their area.

17. No Guarantee of Outcomes

TheCIINDE™ is committed to providing meaningful, high-quality educational and community-based membership experiences.

However, TheCIINDE™ does not guarantee:

- Specific professional outcomes
- Employment results
- Certification or licensure outcomes unless explicitly stated
- Health outcomes
- Financial outcomes
- Workplace changes
- Personal transformation
- Regulatory approval or continuing education credit unless expressly confirmed

Member outcomes depend on many factors, including participation, context, personal circumstances, workplace environment, professional role, and application of learning.

18. Termination of Membership

TheCIINDE™ reserves the right to suspend or terminate membership access, without refund, if a member:

- Violates this agreement
- Engages in harmful, unsafe, unethical, or disruptive behaviour
- Shares, copies, or misuses TheCIINDE™ intellectual property
- Harasses or harms other members, staff, speakers, or facilitators
- Provides false registration or payment information
- Shares login access with unauthorized individuals
- Uses the membership for unauthorized commercial purposes
- Acts in a way that damages the integrity, reputation, or safety of TheCIINDE™ or its community

TheCIINDE™ may also remove content or restrict access where needed to protect community safety, confidentiality, intellectual property, or organizational integrity.

19. Changes to Membership Terms

TheCIINDE™ may update this Membership Agreement and Community Policy from time to time.

Members will be notified of significant changes where appropriate. Continued participation in the membership after changes are made means the member accepts the updated terms.

20. Limitation of Liability

To the fullest extent permitted by law, TheCIINDE™, its owners, directors, team members, contractors, facilitators, guest speakers, and affiliates are not liable for any direct, indirect, incidental, consequential, or other damages arising from participation in the membership, use of membership materials, reliance on educational content, technology issues, community interactions, or inability to access membership benefits.

Members participate voluntarily and agree to use their own judgment when applying information from the membership.

21. Governing Law and Jurisdiction

This Membership Agreement and Community Policy is governed by and construed in accordance with the laws of the Province of Nova Scotia and the applicable federal laws of Canada, without regard to conflict of law principles.

Any dispute, claim, or matter arising out of or in connection with this agreement — including its interpretation, performance, breach, or termination — shall be subject to the exclusive jurisdiction of the courts of the Province of Nova Scotia, sitting in Halifax.

TheCIINDE™ welcomes members from across Canada and internationally. By joining TheCIINDE™ Membership Community, members acknowledge that they are entering into an agreement with a Nova Scotia-based Canadian organization, and that Nova Scotia law governs this relationship regardless of the member's location, province, or country of residence.

International members are responsible for ensuring that their participation in TheCIINDE™ membership complies with the laws and regulations of their own jurisdiction. TheCIINDE™ makes no representation that its membership offerings are appropriate or legally available in all countries.

22. Dispute Resolution

TheCIINDE™ is committed to resolving disputes in a fair, respectful, and constructive manner. In the event of a dispute, concern, or disagreement arising from this agreement or a member's participation in TheCIINDE™

membership, both parties agree to make a good faith effort to resolve the matter before pursuing formal legal action.

The following process applies:

- Step 1 — Direct Communication: The member raises their concern in writing to TheCIINDE™ at info@theciinde.com. TheCIINDE™ will acknowledge receipt within five (5) business days and work toward a resolution within thirty (30) days where possible.
- Step 2 — Mediation: If direct communication does not resolve the dispute, both parties agree to attempt resolution through a neutral third-party mediator before initiating litigation. Mediation costs will be shared equally unless otherwise agreed.
- Step 3 — Legal Action: If mediation is unsuccessful, either party may pursue resolution through the courts of the Province of Alberta in accordance with Section 21 of this agreement.

Nothing in this section prevents TheCIINDE™ from seeking urgent or interim relief from a court of competent jurisdiction where necessary to protect its intellectual property, confidential information, or community safety.

23. Accessibility and Accommodation

TheCIINDE™ is committed to providing an inclusive and accessible membership experience for all members. We recognize that members may have disabilities, health conditions, or other needs that affect their participation, and we are committed to making reasonable accommodations where possible.

Members who require accommodation to participate fully in TheCIINDE™ membership — including but not limited to captioning, alternative formats, adjusted pacing, or other accessibility supports — are encouraged to contact TheCIINDE™ in advance at info@theciinde.com to discuss their needs.

TheCIINDE™ will make reasonable efforts to provide accommodation in a timely and respectful manner, subject to operational capacity and the nature of the membership offering. Accommodation requests will be handled with confidentiality and care.

TheCIINDE™ is committed to meeting its obligations under applicable Canadian human rights legislation, including the Nova Scotia Human Rights Act and applicable federal human rights law, and to continuing to improve the accessibility of its programs and platforms over time.

24. Language

This Membership Agreement and Community Policy is written in English. TheCIINDE™ currently delivers its programming primarily in English and welcomes members from across Canada and internationally.

Members whose primary language is French, or who are located in Quebec, are encouraged to contact TheCIINDE™ at info@theciinde.com to discuss language accessibility. TheCIINDE™ is aware of its obligations under the Charter of the French Language (Bill 96) as it may apply to commercial activities involving Quebec-based members, as well as relevant provisions of Nova Scotia's French-language services commitments, and will make reasonable efforts to comply with applicable language requirements.

International members whose primary language is not English are welcome to contact TheCIINDE™ to discuss accessibility options. While TheCIINDE™ cannot guarantee programming in all languages, we are committed to supporting broad and inclusive access to our community where possible.

Where there is any conflict or inconsistency between an English version of this agreement and any translated version, the English version shall prevail unless otherwise required by law.

25. Scope of Practice and Clinical Supervision Disclaimer

TheCIINDE™ is an educational and professional development organization. Participation in TheCIINDE™ membership does not constitute clinical supervision, regulatory-approved continuing competence programming, or fulfillment of any practice hour, supervision, or competency requirement unless expressly confirmed in writing by TheCIINDE™ and recognized by the applicable regulatory body.

Members are solely responsible for:

- Understanding and adhering to the scope of practice requirements set by their professional regulatory body
- Determining whether TheCIINDE™ programming meets any continuing competence, continuing education, or professional development requirements applicable to their licence or registration
- Seeking appropriate clinical supervision through their employer, regulatory body, or a qualified clinical supervisor
- Applying learning from TheCIINDE™ programming within their own regulated scope of practice and in accordance with applicable legislation, standards, and workplace policies

TheCIINDE™ does not supervise clinical practice, does not provide regulatory guidance specific to any individual member's licence or jurisdiction, and is not responsible for decisions members make in their professional or clinical roles.

26. ANCC Accreditation and Nursing Contact Hours

Accreditation Statement

TheCIINDE™ is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

This accreditation reflects TheCIINDE™'s commitment to delivering high-quality, evidence-informed nursing continuing professional development that meets rigorous national standards.

Members should be aware of the following:

- Not all TheCIINDE™ membership content or community access automatically qualifies for nursing contact hours — accreditation applies to specific programs and educational activities as designated by TheCIINDE™ at the time of offering
- Where TheCIINDE™ offers sessions, workshops, or programming that provide nursing contact hours, this will be clearly communicated in advance, including the number of contact hours available and any completion requirements
- Members are responsible for confirming with their regulatory body, employer, or professional association whether TheCIINDE™ accredited programming satisfies their specific continuing education or continuing competence requirements — requirements vary by province, country, and nursing designation
- Completion certificates for eligible activities will include the required ANCC accreditation statement, the participant's name, the activity title, the completion date, and the number of contact hours awarded — members should retain copies for their own professional records
- ANCC accreditation status is subject to renewal — TheCIINDE™ will make reasonable efforts to maintain accreditation and will notify members of any material changes to accreditation status that may affect their continuing education records

For questions about accreditation, contact hours, eligible programming, or continuing education records, members may contact TheCIINDE™ at info@theciinde.com.

27. Mandatory Reporting and Safety Disclosures

TheCIINDE™ is committed to creating a safe and supportive community. While the membership space is intended to be a confidential learning environment, there are limited circumstances in which TheCIINDE™ may be required or compelled to act on information disclosed within the community.

TheCIINDE™ may take action — including notifying appropriate authorities — if a disclosure within the membership community indicates:

- An imminent risk of serious harm to a member, another person, or a vulnerable individual

- Abuse, neglect, or mistreatment of a child, dependent adult, or vulnerable person that triggers mandatory reporting obligations under applicable law
- A serious and credible threat to the safety of the TheCIINDE™ community or the public

In such circumstances, TheCIINDE™ will act in accordance with its legal obligations and in the interest of safety. TheCIINDE™ will use its judgment carefully and will not treat routine expressions of distress, professional frustration, or personal difficulty as mandatory reporting situations.

Members are reminded that TheCIINDE™ is not a crisis service or clinical supervision environment. If a member is experiencing a crisis or is aware of an urgent safety concern, they should contact emergency services or a crisis line directly and not rely solely on the membership community for support.

28. Waitlist and Enrollment Terms

TheCIINDE™ may offer waitlists for programs, cohorts, or membership tiers that are at capacity. The following terms apply to waitlist and enrollment processes:

- Joining a waitlist does not guarantee enrollment or a place in any program or cohort
- Waitlist placement does not constitute a binding agreement or obligate TheCIINDE™ to offer a position
- Members on a waitlist will be notified of available spaces in the order they registered, subject to program-specific enrollment criteria
- TheCIINDE™ reserves the right to modify cohort sizes, timelines, or program offerings, which may affect waitlist outcomes
- Deposits or holds associated with waitlist placement, if applicable, will be governed by the specific terms communicated at the time of waitlist registration

Members with questions about waitlist status or enrollment timelines may contact TheCIINDE™ at info@theciinde.com.

29. Photo, Testimonial, and Marketing Consent

TheCIINDE™ may from time to time wish to feature member stories, testimonials, photos, or professional experiences in its marketing, social media, website, presentations, grant applications, or other organizational communications.

TheCIINDE™ will not use a member's name, photo, likeness, testimonial, story, or identifying information in any public-facing or marketing context without obtaining the member's explicit prior consent.

Members may be invited to provide a testimonial, participate in a case study, or consent to being featured in TheCIINDE™ communications. Participation is always voluntary. Declining to participate will not affect a member's access to membership benefits or standing within the community.

Where consent is given, members may withdraw their consent at any time by contacting TheCIINDE™ at info@theciinde.com. TheCIINDE™ will make reasonable efforts to remove the relevant content, subject to any content already published in print or distributed materials that cannot practicably be retrieved.

30. Third-Party Links and External Resources

TheCIINDE™ membership content, community spaces, or guest speaker sessions may include links to external websites, resources, tools, or platforms. These links are provided for informational and educational purposes only.

TheCIINDE™ does not endorse, control, or take responsibility for the content, accuracy, availability, privacy practices, or terms of any third-party website or resource. Members access external links at their own discretion and risk.

Members are encouraged to review the privacy policies and terms of use of any third-party platform or resource before sharing personal information or engaging with external content.

31. Force Majeure

TheCIINDE™ will make every reasonable effort to deliver membership programming, community access, and scheduled events as planned. However, TheCIINDE™ will not be held liable for any failure or delay in delivering membership benefits where such failure or delay is caused by circumstances beyond its reasonable control.

Force majeure events include, but are not limited to:

- Natural disasters, pandemics, or public health emergencies
- Extended illness or incapacity of key TheCIINDE™ team members or facilitators
- Third-party platform outages, technical failures, or cyber incidents
- Government orders, regulatory changes, or legal requirements that affect program delivery
- Interruptions to essential services such as internet, power, or telecommunications

In the event of a force majeure situation, TheCIINDE™ will communicate with affected members as promptly as possible and will make reasonable efforts to reschedule, adjust, or provide alternative access to membership content. Where programming cannot be delivered and a refund or credit is appropriate, TheCIINDE™ will consider such requests on a case-by-case basis.

32. Equity, Diversity, Inclusion, and Belonging

TheCIINDE™ is committed to building a membership community that is welcoming, equitable, and inclusive for all nurses and healthcare professionals, regardless of race, ethnicity, national or Indigenous origin, gender identity or expression, sexual orientation, religion or spiritual practice, age, disability, socioeconomic background, primary language, or any other dimension of identity.

We believe that holistic nursing practice is inseparable from a commitment to human dignity, anti-oppressive practice, and cultural safety. TheCIINDE™ strives to reflect these values in its programming, community spaces, faculty, and organizational practices.

TheCIINDE™ acknowledges that our organization is based in Nova Scotia, which is the ancestral and unceded territory of the Mi'kmaw people. We recognize the Mi'kmaw Nation as the historic inhabitants, custodians, and stewards of this land, and we are grateful for the opportunity to work and learn here. We extend this acknowledgement to all Indigenous communities across the lands where our members live, work, and practice.

Members are expected to engage in the community with a commitment to respect, cultural humility, and inclusive practice. Behaviour that is discriminatory, exclusionary, or harmful to the dignity of any member will not be tolerated and may result in membership termination in accordance with Section 18 of this agreement.

TheCIINDE™ welcomes feedback on how we can strengthen our equity, diversity, inclusion, and belonging practices. Members may share feedback at info@theciinde.com.

33. Member Agreement and Acknowledgement

By registering for, purchasing, accessing, or participating in TheCIINDE™ Membership Community, I confirm that:

- I have read and understand this Membership Agreement and Community Policy.
- I agree to follow the membership guidelines and community expectations.
- I understand that membership content is educational and not a substitute for professional, medical, legal, regulatory, or individualized advice.
- I agree to respect the confidentiality, privacy, and dignity of other members.
- I agree not to copy, share, sell, reproduce, teach from, or distribute TheCIINDE™ materials without written permission.
- I understand that violation of this agreement may result in removal from the membership without refund.
- I understand that the community chat platform is a private member space and I agree not to screenshot, copy, share, repost, or disclose member discussions outside the community.

TheCIINDE™ 2026 Membership Agreement and Community Policy

- I understand that this agreement is governed by the laws of the Province of Alberta, Canada.
- I confirm that I have had the opportunity to seek independent legal advice before signing this agreement.

Member Signature

Member Full Name

Date

Email Address

Membership Level / Type

Signature

Online Registration Consent — Checkbox Version

For digital registration, members must confirm the following before completing registration:

- I have read and agree to TheCIINDE™ Membership Agreement and Community Policy, including the community conduct guidelines, confidentiality expectations, intellectual property terms, educational disclaimer, billing, cancellation, and refund terms.
- I understand that the community chat platform is a private member space and I agree not to screenshot, copy, share, repost, or disclose member discussions outside the community.

ANNEX A

Intellectual Property Policy

TheCIINDE™ — The Canadian Institute of Integrative Nursing Development & Education Ltd.

A1. Purpose and Scope

This Intellectual Property Policy forms part of the TheCIINDE™ Membership Agreement and Community Policy. It sets out in greater detail the rights and responsibilities of TheCIINDE™, its members, guest speakers, and external contributors with respect to intellectual property created, shared, or accessed through TheCIINDE™ membership programming and community spaces.

This policy applies to all members, regardless of membership level, and to all content shared or accessed within the TheCIINDE™ Membership Community.

A2. Ownership of TheCIINDE™ Course Frameworks and Educational Models

TheCIINDE™ has developed a body of original intellectual property over multiple years of curriculum development, cohort delivery, and professional practice. This includes, but is not limited to, the following proprietary frameworks, models, and educational approaches:

- The CIINDE Framework — TheCIINDE™'s original integrative nurse coaching and curriculum model
- The Nurse First Principle — as developed and taught within TheCIINDE™ programming
- The Nursing Process Wheel — as adapted and applied within TheCIINDE™ educational content
- PROsilience — as developed and named within TheCIINDE™ programming
- The Group Coaching Model and GROW Framework adaptations used in TheCIINDE™ sessions
- All curriculum sequences, learning objectives, facilitation guides, mentor manuals, and cohort structures
- Student workbooks, reflection guides, and all associated program materials

These frameworks, models, and materials represent the original creative and professional work of TheCIINDE™ and its founders. They are protected intellectual property and may not be reproduced, adapted, taught, or distributed without the prior written consent of TheCIINDE™.

Members who complete TheCIINDE™ programming are encouraged to apply their learning in their own professional practice. However, applying learning in practice is distinct from reproducing, teaching, or commercializing TheCIINDE™ frameworks as your own or without attribution.

A3. TheCIINDE™ Name, Logo, and Brand Identity

The following are the exclusive intellectual property of The Canadian Institute of Integrative Nursing Development & Education Ltd. and may not be used without written authorization:

- The name TheCIINDE™ and any variation thereof
- The CIINDE name and acronym as used in connection with TheCIINDE™
- The TheCIINDE™ logo, wordmark, and any associated visual branding
- Program names, cohort titles, and branded terminology associated with TheCIINDE™ offerings
- Taglines, mottos, or phrases uniquely associated with TheCIINDE™ programming

Permitted use: Members who have completed TheCIINDE™ programming may accurately reference their participation, certificate, or credential on professional profiles, resumes, or bios, provided the reference is truthful, does not imply ongoing affiliation or endorsement, and does not use TheCIINDE™ branding or logos without permission.

Prohibited use: Members may not use the TheCIINDE™ name or logo to market their own services, imply organizational endorsement, create affiliated groups or communities, or represent themselves as agents or representatives of TheCIINDE™ without explicit written authorization.

A4. Member-Created Intellectual Property

TheCIINDE™ recognizes and respects the intellectual property of its members.

When a member shares original content within the TheCIINDE™ community — including written reflections, tools, resources, frameworks, professional materials, or creative work — that content remains the intellectual property of the creating member. Sharing content in a community space does not transfer ownership, grant a licence, or constitute permission for others to use that content beyond the context in which it was shared.

What Members May Do

- Share their own original content freely within the membership community for peer learning and reflection
- Reference or discuss ideas shared by others in general terms, without reproducing specific content
- Contact another member directly to request permission to use, share, or build upon their work

What Members May Not Do

- Copy, screenshot, reproduce, or share another member's content outside the membership space without permission
- Teach from, publish, adapt, or incorporate another member's shared work into their own programs, courses, or business activities without explicit consent
- Attribute another member's work to themselves or present it without appropriate credit

Direct Contact for Member Content

If you wish to use content shared by another member in any context beyond the membership community, please reach out to that member directly. TheCIINDE™ will not facilitate the sharing of another member's content without their consent, and members are responsible for obtaining their own permissions before using peer content in any external context.

A5. Guest Speaker and External Contributor Intellectual Property

TheCIINDE™ invites guest speakers, facilitators, and external contributors to share their expertise, frameworks, tools, and resources with the membership community. These individuals bring their own original intellectual property into the TheCIINDE™ space, and their ownership of that material is fully retained regardless of the context in which it is shared.

Guest speaker content — including but not limited to original frameworks, models, tools, presentations, slide decks, handouts, and spoken educational content — is shared within TheCIINDE™ membership for educational access only. It does not become TheCIINDE™ property, and it does not become available for members to reproduce, redistribute, or use commercially without the speaker's permission.

What Members May Do

- Engage with and learn from guest speaker content shared within the membership
- Apply general learning and insights from sessions to their own professional practice
- Contact the guest speaker directly to request permission to use, cite, or build upon their specific work

What Members May Not Do

- Copy, reproduce, or distribute guest speaker materials outside the membership without permission
- Teach from, adapt, or present guest speaker frameworks or tools as their own
- Record guest speaker sessions independently or share recordings without written permission

Direct Contact for Guest Speaker Content

If you are interested in using content, tools, or frameworks shared by a TheCIINDE™ guest speaker or contributor for purposes beyond your own personal learning, please reach out to that speaker or contributor directly. TheCIINDE™ may be able to assist with facilitating an introduction where appropriate. Guest speakers generously share their expertise within our community, and we ask all members to honour their intellectual property by seeking explicit permission before using their work in any other setting.

A6. Reporting Intellectual Property Concerns

If a member believes that their intellectual property, or the intellectual property of TheCIINDE™ or a guest contributor, has been used without permission, they are encouraged to notify TheCIINDE™ at:

info@theciinde.com

TheCIINDE™ will review concerns in good faith and take appropriate action, which may include contacting the member, removing content, restricting access, or terminating membership, depending on the nature and severity of the concern.

A7. Acknowledgement

By participating in TheCIINDE™ membership, members confirm that they have read, understood, and agree to this Intellectual Property Policy as part of the broader TheCIINDE™ Membership Agreement and Community Policy.

Recommended Companion Documents

TheCIINDE™ recommends publishing three connected documents on your website or platform: (1) this Membership Agreement and Community Policy; (2) a Privacy Policy — required as you collect personal information; and (3) a Terms of Purchase / Refund and Cancellation Policy — especially important for monthly, annual, or corporate memberships.