



THE HARNESS PROJECT LLC | www.theharnessproject.org

HARNESS Facilitator Certification



Process, Standards & Templates

This document describes the complete pathway to becoming a Certified HARNESS Facilitator, the standards for certification, the feedback evaluation template, and how certified facilitators stay connected to the program and community.

Certification is not a test of perfection. It is a recognition of preparation, values, and commitment to your community.

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PART 1: CERTIFICATION PATHWAY OVERVIEW

The Five Steps to Certification

Becoming a Certified HARNESS Facilitator requires completing five sequential steps. Each step builds readiness for the next. There is no time limit – move through the pathway at the pace that works for you.

STEP 1

Complete the HARNESS Facilitator Training Module

Attend the full 4–6 hour Facilitator Training (in-person or virtual). Complete the Facilitator Training Workbook. This is your foundation – do not skip sessions or sections.

STEP 2

Review All Educators Hub Materials

Download and read the Detailed Facilitator's Guide, Participant Workbook, Handouts Pack, MATCH Framework Expanded, and Curriculum Overview. Watch any video demos available. Know the materials well enough to answer participant questions without referring to notes.

STEP 3

Co-Facilitate at Least One Full Workshop

Deliver at least one complete HARNESS workshop alongside a Certified HARNESS Facilitator (or the Master Facilitator). You may take the lead on any modules you feel confident with. The Certified Facilitator will observe and complete the Feedback Evaluation Form during and after the session.

STEP 4

Receive and Review Your Feedback Evaluation

After your co-facilitation, review the completed Feedback Evaluation Form with your supervising facilitator. Discuss strengths, growth areas, and any content or skills to develop further. If any area is significantly below standard, you may be asked to co-facilitate one additional session before certification is confirmed.

STEP 5

Submit Your Certification Confirmation

Submit your completed Feedback Evaluation Form and a brief self-reflection (see template below) to The Harness Project at info@theharnessproject.org. You will receive your Certified HARNESS Facilitator credential within 5 business days. Optional: be listed in The Harness Project's certified facilitator directory at www.theharnessproject.org.

PART 2: FACILITATION STANDARDS

What Certified HARNESS Facilitators Demonstrate

The following standards are assessed during co-facilitation. They reflect the values and skills at the heart of the HARNESS program.

Content Knowledge

- Accurately explains all 5 modules and 13 lesson concepts
- Uses status-neutral, person-first, non-stigmatizing language throughout
- Responds to factual questions accurately or acknowledges uncertainty and commits to follow up
- Correctly demonstrates condom and barrier use (or facilitates video demo confidently)
- Can explain U=U, PrEP, PEP, and MATCH framework clearly to participants

Facilitation Skills

- Creates a welcoming, non-judgmental space from the first minute
- Manages time effectively across all activities without rushing or cutting off participants
- Uses open questions and reflection prompts – does not lecture or prescribe
- Adjusts pacing and depth based on group energy and participant needs
- Handles unexpected questions with grace and curiosity

Handling Sensitive Situations

- Responds to disclosures with validation, brevity, and appropriate referral
- Addresses stigmatizing comments without shaming or moralizing
- Maintains confidentiality and discloses mandatory reporting obligations clearly
- Keeps the group safe and productive through challenging moments

Participant Empowerment

- Centers participant agency – never tells participants what their plan should look like
- Ensures all voices have space – actively manages dominant participants and draws out quieter ones
- Connects content to participants' real lives with relevant examples and scenarios
- Supports participants in leaving with a concrete next step and a sense of possibility

PART 3: FEEDBACK EVALUATION FORM

Co-Facilitation Feedback Evaluation

To be completed by the supervising Certified HARNESS Facilitator during and after the co-facilitation session.

| | |
|---|-------------------------------------|
| Trainee Name: | Date of Co-Facilitation: |
| Workshop Format (circle): 90-min / Half-day / Full-day | Evaluator Name / Credential: |

Content Knowledge

| | |
|----------------------------|--------------------------|
| Strengths observed: | Areas for growth: |
|----------------------------|--------------------------|

Specific example or observation:

Facilitation Skills

| | |
|----------------------------|--------------------------|
| Strengths observed: | Areas for growth: |
|----------------------------|--------------------------|

Specific example or observation:

Handling Sensitive Situations

| | |
|----------------------------|--------------------------|
| Strengths observed: | Areas for growth: |
|----------------------------|--------------------------|

Specific example or observation:

Participant Empowerment

| | |
|----------------------------|--------------------------|
| Strengths observed: | Areas for growth: |
|----------------------------|--------------------------|

Specific example or observation:

Overall Assessment

| | | |
|---|--|---|
| <input type="checkbox"/> CERTIFIED Ready to facilitate independently | <input type="checkbox"/> CONDITIONAL One additional co-facilitation recommended | <input type="checkbox"/> CONTINUE TRAINING Additional preparation needed |
|---|--|---|

Overall comments and recommendations:

| | |
|---|---|
| <p>Evaluator Signature:</p> <p>Date:</p> | <p>Trainee Signature:</p> <p>Date:</p> |
|---|---|

PART 4: TRAINEE SELF-REFLECTION TEMPLATE

Submit With Your Certification Confirmation

Complete this reflection and submit it along with your **Feedback Evaluation Form** to info@theharnessproject.org. Responses can be as brief or as detailed as you like — there are no right or wrong answers.

What was the most meaningful moment of your co-facilitation experience — for you or for a participant?

What do you understand about sexual health education now that you didn't before this training?

How do you plan to bring the HARNESS program to your specific community? What does your audience look like?

What ongoing support, resources, or community connection would help you grow as a HARNESS facilitator?

Complete this sentence: 'The participants I facilitate deserve...'

PART 5: CERTIFIED FACILITATOR ONGOING EXPECTATIONS

Staying Current, Connected & Certified

Certification is not a one-time credential. Certified HARNESS Facilitators are expected to stay connected to the program, keep their knowledge current, and continue modeling the values of the FAP community.

Annual Materials Review

Check the Educators Hub at least once per year for updated materials. Sexual health science and best practices evolve – your facilitation should too.

Annual Update Acknowledgment

Complete a brief annual acknowledgment form confirming you have reviewed any curriculum updates. This keeps your certification active. Forms will be sent by email.

Community of Practice

Participate in the HARNESS facilitator community forum (hosted on www.theharnessproject.org) or attend at least one annual update session (virtual or in-person).

Ethics & Standards

Continue to embody the Eight Pillars of HARNESS Facilitation in every session. If you are uncertain about a situation, reach out to The Harness Project for guidance.

Sharing & Attribution

All HARNESS materials remain licensed educational content – contact info@theharnessproject.org. Never represent HARNESS materials as your own original work. Always credit: Christopher Zacharie and The Harness Project.

Certification Renewal

Certification renews every two years. Renewal requires an active community participation record and confirmation of materials review. A renewal form will be sent by email.

To submit your certification or ask questions:

Email: email@theharnessproject.com

Web: www.theharnessproject.org/educators-hub

