



COBS Course Culture & Behavioral Standards

Part A – Overview and Introduction

- We all come from different backgrounds/walks of life – COBS’ aim is to create a culture of safety and inclusion (that may or may not require you to operate under different norms/structure than is usual for you) to ensure a positive environment and experience for all students.
- COBS demands your support in this process, and will not tolerate any anti-social behavior that negatively affects any individual or the group culture.

Part B: Non-negotiable course behavior

COBS adheres to the following behavioral standards on all its courses.

- **Drug / Alcohol Use**

- No use of illegal drugs, including marijuana
- No illegal use of Rx drugs (sharing, over use, etc.)
- No alcohol, no tobacco
- No changing your prescription routine without consulting instructors

- **Anti-Social Behavior**

Emotional safety is paramount to building trust. Being able to be vulnerable and trust others creates a more powerful learning dynamic which allows groups to excel at a variety of tasks and challenges. Things that will take away from emotional safety are: sexually explicit language, racial jokes, rape jokes, ostracizing individuals, or exclusion of specific groups.

- No harassment or abuse of staff or other students, including:
 - Sexual Harassment – unwelcome sexual advances, sexual gestures, sexual comments, pressure for sexual activity, threats, offensive jokes, ridicule, slurs, derogatory actions or remarks, etc.
 - Verbal Harassment – behavior that attacks, disturbs, or torments others. It can take the form of slurs, comments, jokes, innuendoes, unwelcome compliments, pictures, cartoons, pranks, or any other conduct which creates a perceived intimidating, hostile, or offensive environment (e.g. swearing, verbal threats, bullying, intimidation, scapegoating etc.)
 - Discrimination / prejudice, based on:
 - Race
 - Color
 - Religion
 - Gender/Gender Identity
 - Age
 - National Origin
 - Sexual Orientation
 - Disability
 - Pregnancy
 - Creed
 - Ancestry
 - Citizenship
 - Political Affiliation
 - Marital Status
 - Veteran Status
 - Any other factor prohibited by law
- No abuse/physical aggression - unwanted contact that is associated with aggression or violence in any way. Including:
 - Any violence or assaultive behavior



- Threatening physical aggression
- Intimidating posturing
- No Sexual Abuse – any unwanted contact (either overt or covert) from another individual. This can take the form of touching or being forced to touch another in a sexual context.
- No exclusive language and conversation topics
 - Stereotyping or promoting negative stereotypes
 - Promoting or celebrating any of the acts on this list (illegal behavior, drug use, sexual activity, etc.)
 - Telling jokes or quoting media that promote anything on this list

- **Exclusive or Sexual Relationships**

COBS are responsible for your individual safety, and the culture of the entire group. As such, we do not tolerate exclusive cliques or sexual behavior of any kind (intercourse, oral, heavy petting, and kissing is included in this category).

- No exclusive relationships and cliques
- No romantic or sexual behavior – wanted or unwanted
- No sexual activity, no kissing, no romantic pursuits during course
- No unwanted physical contact

- **Safety Standards**

COBS requires everyone to understand and follow safety instructions; respect and maintain a high level of group and self-care, and care for our equipment and our environment. If you are not able to follow COBS instructions, we cannot trust you to safely participate on our course.

- You must follow all COBS instructor safety directions
- No negative leadership – encouraging others to not participate, to break rules, or to act disrespectfully
- No destruction of property (COBS, public, or private)
 - Vandalism
 - Defacement or graffiti
 - Misuse of personal and group gear

Part C: Consequences of non-adherence to COBS behavioral standards

As an organization, COBS is entrusted with your safety; physical, emotional, and psychological. If you are in breach of any of our behavioral standards, we have a duty to remove you from course in order to protect the group culture and the safety of the other students.

- Illegal behavior (e.g. use of illicit drugs, sexual harassment) will lead to immediate removal from course, and may include the notification of proper authorities (e.g. Police).
- Any acts in breach of our behavioral standards will be met with at least a warning that that behavior is unacceptable. This can include:
 - Verbal / written warning
 - Behavioral contract and calls home to guardians and parents
- Subsequent breaches of a behavioral contract will lead to immediate removal from course.

I have read the above and, without undue influences from others, agree to all the terms of the COBS Course Culture & Behavioral Standards, and I understand the Expulsion/Early Departure Policy.

Applicant's Signature & Date

Parent/Legal Guardian Signature & Date