



## BEHAVIOR AGREEMENT AND CAUSE FOR DISMISSAL

### BEHAVIORS THAT RESULT IN SUCCESS

An expedition is an opportunity to learn and grow through taking on physical and emotional challenges with a supportive group of peers and the guidance of skilled instructors. Over 60+ years, we've identified certain behaviors that contribute to a successful and emotionally safe expedition. These behaviors may not be what you initially thought when you signed up, and they are what we expect of you as a participant. Here they are:

- Having a positive mental attitude to approach new experiences and challenges as learning opportunities
- Being open to sharing and learning from new experiences and a diversity of perspectives
- Having a self-driven motivation to learn, work inclusively with a team, and persevere through mental, physical, and emotional adversity
- Acting with compassion for yourself and others

We've also identified behaviors which are detrimental to other crew members' experiences and go against our values of Integrity, Excellence, Inclusion & Diversity, and above all, Compassion.

### BEHAVIORS THAT MAY RESULT IN REMOVAL FROM COURSE

- **NON-COMPASSIONATE BEHAVIORS:** When Outward Bound was created amid WWII, our founder emphasized "above all, compassion." Compassion motivates people to relieve the physical, mental, or emotional pain of others and themselves. Non-compassionate behaviors which may result in removal from course include:
  - **BULLYING, INTIMIDATION, OR ATTACKS (PHYSICAL OR PSYCHOLOGICAL)**
  - **VERBAL HARASSMENT OR IDENTITY-BASED DISCRIMINATION OF OTHERS** (including race, gender, sexuality, religion, ability, and nationality)
  - **REPEATED VERBAL OR NON-VERBAL ACTIONS THAT INSULT, Demean, OR INVALIDATE OTHERS** by upholding negative societal biases
  - **PARTICIPATING IN "CLIQUES" THAT ACTIVELY EXCLUDE OTHERS:** Exclusive relationships damage group experience. Groups are better when everyone contributes and is part of the team. COBS students should strive to be actively inclusive of others.
  - **SEXUAL HARASSMENT** (including unwelcome comments, physical contact, gestures, and "jokes")
  - **INTENTIONAL DESTRUCTION OF PROPERTY OR THE ENVIRONMENT**
- **INABILITY TO PERFORM ESSENTIAL PHYSICAL ACTIONS AND/OR MAINTAIN PHYSICAL & MENTAL SELF-CARE** (ex. maintaining adequate nutrition/hydration, hygiene, dressing for conditions, refraining from acts of self-injury, able to recognize safety hazards and communicate danger, distress, or medical and/or mental health issues to staff)
- **ROMANTIC OR SEXUAL ACTIVITY** (including, but not limited to kissing and intimate touching)
- **NON-TRUSTWORTHY BEHAVIORS:** COBS operates in wilderness settings, far from hospitals, with hazards that cannot always be eliminated. Students are often given tools and authentic responsibility to minimize hazards. It is vital for each person to have clear decision-making and the ability to trust each other.
  - **SUBSTANCE USE OR POSSESSION** (include consuming alcohol, nicotine, or illegal drugs [including marijuana], or sharing/abusing prescription drugs)
  - **PERSISTENT DEFIANCE OF STAFF INSTRUCTION** (including, but not limited to disregarding safety instructions, lack of participation, or by negatively encouraging others to not participate)

COBS staff strive to set up an encouraging emotional environment where people can persevere through challenges and thrive amid adversity. I understand that when I or my child displays behaviors that are destructive to the group and/or to other students, staff will work to encourage growth from the behavior using a variety of tools. I understand there may be a "zero-tolerance" policy for the above actions. I also understand that if I or my child repeatedly refuses to fully participate, follow instructions, or abide by the COBS Code of Conduct, this may result in early dismissal from course. I understand that in the event of an early dismissal guardians of minors will be required to arrange for student travel home. **In the event of an early dismissal no refund or credits will be given.**

Participant Signature \_\_\_\_\_ Parent/Guardian Signature \_\_\_\_\_ Date \_\_\_\_\_