



First Stamp Cultural & Behavioral Standards

Part A: Overview and Introduction

- We all come from different backgrounds/walks of life – First Stamp LLC’s 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 participants.
- First Stamp requires you to adhere to all rules/guidelines/expectations in this process and will not tolerate any behavior that negatively affects any individual or compromises the group culture.
- All First Stamp participants, at all times, are expected to and will exhibit sensitivity to the host culture and will conduct themselves in ways that demonstrate a high regard for the intellectual and cultural experience in which they are engaged.

Part B: Non-Negotiable Behavior

Drug / Alcohol Use

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

Prohibited 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, inappropriate jokes, ostracizing individuals, or exclusion of specific groups.

- No harassment or abuse of staff or other participants, 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 U.S. 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.
- No exclusive language and conversation topics
 - Stereotyping, promoting negative stereotypes or overgeneralizing any group
 - 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

First Stamp is 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
- No unwanted physical contact
- Safety Standards

First Stamp 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 First Stamps' instructions, we cannot trust you to safely participate in the program.

- You must follow all First Stamp staff instructions, as well as host community members, or representatives from First Stamps' partner organizations.
- No negative leadership – encouraging others to not participate, to break rules, or to act disrespectfully.
- It is mandatory that First Stamp staff know your whereabouts **at all times**. Participants will not be permitted to leave the hotel program site unless cleared and accompanied by First Stamp staff.
- Participants may not operate a motorized vehicle. This includes motorcycles, motorbikes, motor scooters and automobiles.
- No possession or use of firearms or other weapons.
- No possession or use of fireworks, incendiary devices, explosives or substances.
- No destruction of property
 - Vandalism
 - Defacement or graffiti
 - Misuse of personal and group gear

Part C: Consequences of Non-Adherence to First Stamp Behavioral Standards

As an organization, First Stamp 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 the trip 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 the First Stamp trip, 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 the First Stamp trip.

I have read the above and agree to all the terms of the First Stamp Culture & Behavioral Standards, and I understand that failure to comply may result in my dismissal from the First Stamp program.

Participant's Legal Name: _____

Participant's Signature: _____ Date: _____

Parent's/Legal Guardian's Signature: _____ Date: _____