



## Participant Code of Conduct

*This document contains important information concerning the standard of conduct required for participants in Blossom IDD programs and travel experiences. By participating in Blossom IDD programs, events, or travel experiences, you agree to abide by Blossom IDD's policies including those enumerated in this document.*

### Behavior

Blossom IDD expects all team members—participants, staff, volunteers, and program team leaders to:

- Treat all people with respect
- Foster a safe, productive, inclusive, and positive environment for all
- Abide by all applicable laws

Participants are expected to participate in program activities to the best of their ability. Participants are required to follow instructions of the Blossom IDD team leaders.

**Disruptive behavior or verbal, physical, or any other type of abuse, intimidation, harassment, assault or other illegal activity will not be tolerated by the Blossom IDD organization.** If a participant's conduct or previous behavior has raised concerns about the potential disruption of a program or trip, Blossom IDD reserves the right to cancel the participant's place and retain 100% of what the participant has paid or pending payment at the time of refusal.

### Discrimination

Blossom IDD respects inclusion for all people. The organization nor anyone (participant, board member, team leader, volunteer, etc.) does not discriminate on the basis of race, religion, ethnicity, national origin, ancestry, gender, gender identity or expression, sex, sexual orientation or any other reason prohibited by applicable law and respects participants' right to privacy.

### Drugs-Alcohol-Smoking

#### *Drug Policy*

The manufacture, possession, use, purchase, and/or sale of illegal or recreational drugs are strictly prohibited for any person while participating in any Blossom IDD program/event. Prescription drugs may only be purchased and used by the individual on the prescription, in keeping with the intended use guidelines.

#### *Alcohol Policy*

Local statutes, customs, practices, ordinances, and regulations with regard to the use, possession, sale, or purchase of alcohol are applicable to all participants and program leaders on Blossom IDD programs/events. Participants and

Leaders on Blossom IDD programs/events must comply with the law of the country in which a program is located regarding the minimum age required to purchase and/consume alcohol. Consumption of alcohol is prohibited during some Blossom IDD programs and should be restricted to recreational or mealtimes. Excessive alcohol consumption by participants or leaders is not acceptable. Blossom IDD staff and leadership have the discretion to remove individuals from the program who consume alcohol at a time and in a manner that endangers the safety and/or productivity of the program.

#### *Smoking Policy*

Smoking is only permitted in designated areas which vary from site to site. Remnants must be disposed of properly. The manufacture, possession, use, purchase, and/or sale of illegal drugs is strictly prohibited for any person while working or participating in a Blossom IDD program.

### **Sexual Contact, Intercourse and Prohibited Behavior while in Programming**

The following list of prohibited behavior, in addition to those identified in the Blossom IDD's safety policy, may lead to disciplinary action up to and including dismissal from programs. This list is not intended to be exhaustive. Examples of prohibited behavior may include, but are not limited to, the following:

- Sexual intercourse while participating in any Blossom IDD programming.
- Making sexual gestures with hands or body movements
- Intentionally standing close to or brushing up against another employee
- Physical or mental abuse
- Unwelcome and/or unwanted sexual advances or touching
- Sexual comments, jokes, stories or innuendos
- Racial, ethnic or religious insults or slurs
- Requests for sexual favors
- Display of sexually explicit or otherwise offensive posters, calendars or materials
- Insults, slurs, or jokes about a person's mental or physical condition or disability
- Racial, ethnic or religious jokes, comments, stories or innuendo
- Inappropriately staring at another employee or touching his or her clothing, hair or body
- Whistling at another employee, cat calls
- Display or dis

### **Sexual Harassment**

Sexual harassment will not be tolerated ever. Sexual harassment refers to verbal, written, or physical conduct of a sexual nature that creates an intimidating, hostile or offensive environment, including but not limited to: unwelcome sexual advances; pressure for sexual activity or requests for sexual favors; inappropriate unwelcome physical contact or exposure; explicit or suggestive speech or gestures, including inappropriate jokes, teasing or institutions; gender-specific, demeaning or derisive remarks or slurs; explicit or suggestive images that are displayed, e-mailed or texted.



Remember that different people have different ideas of what is, or is not, appropriate. What may be joking to one person may be unwelcome and offensive to another—including other participants, the local population, team leaders, or other program staff. It is important to be sensitive to the reactions and non-verbal cues from others. Any participant who is found to have engaged in conduct constituting sexual harassment may be immediately removed from the program at their own expense.

Anyone who believes they have been affected by or witnessed sexual harassment should report it to the Blossom IDD Executive Director or staff right away.

### **Right of Refusal**

Neither the Blossom IDD Executive Director nor program staff may refuse a participant for discriminatory reasons (race, religion, age, sexual orientation, gender identity, or expression, etc.). However, Blossom IDD reserves the right to refuse any applicant's participation in any Blossom IDD program at any time due to safety concerns, logistical limitations, or the interest of team compatibility. Refusal of an applicant is an unusual event and is generally due to an applicant's failure to meet the essential eligibility requirements of a particular program and Blossom IDD's inability to make reasonable accommodations. In the event that Blossom IDD refuses an applicant's participation for medical barriers that may arise due to a related disability, Blossom IDD will refund in full any deposit or payment made toward the event.

### **Participant Dismissal for Policy Violation**

The decision to require the participant to vacate a program or activity is the discretion of the Blossom IDD Executive Director or acting lead staff member. In the event a participant is removed from any program, the participant (and/or their parent(s) or guardian(s), if appropriate) will be responsible for making and paying any necessary accommodation, travel, or other arrangements for their departure. The participant will not be eligible for a refund of the contribution for the expedition nor any expenses incurred by participation in the event.

