

## INTRODUCTION

This Code of Conduct expands upon and is subject to the legal and contractual obligations as set out in Adventure Alternative Terms and Conditions, by detailing in general terms the range of responsibilities that the participant is expected to assume and guidelines as to the standard of behaviour that he/she shall adhere to.

The following points should be kept in mind:-

1. The participant is required to read the Standard Terms and Conditions carefully, so that he/she is fully familiar with their expected obligations. All participants must endeavour to take note of information and training given to them and take responsibility for themselves and each other. The Leader will be responsible for taking any disciplinary measures (for example terminating the Participant's trip and ejecting them from the team) as a result of any Participants misbehaving or otherwise failing to comply with their obligations.
2. As an Adventure Alternative representative in the field, the participant could, by failing to observe his/his obligations cause the loss of property, injury to themselves or another participant, and have a detrimental effect on Adventure Alternative's standing and reputation with the projects and countries we work and travel in.
3. The participant should also be aware of his/her "duty of care" to both other participants and local people.

## RESPONSIBILITIES OF PARTICIPANTS

1. **Motivation & Morale.** The Venture may involve (at best) fatigue and discomfort, and (at worst) having to deal with unforeseen circumstances such as illness, injury, extreme weather conditions and even violent crime. Therefore the Participant should try at all times to do everything within his/her power to keep up motivation and morale, without blinding them to the seriousness or gravity of any given situation.
2. **Group Dynamics.** The Participant should be aware of, look out for any behaviour which is likely to be divisive and/or disrupt the Venture. Such behaviour includes sexual harassment, mental or physical bullying, and non-constructive rivalry between Participants etc.
3. **Attitude.** It is not uncommon for the team to face problems resulting from arduous conditions, failure of plans, frustration with local events etc. In these instances Team morale can be undermined rapidly especially if participants display negative attitudes, as it will very quickly filter through the whole team. If at any time the participant feels that the problems lie with the organisation of the Venture, in particular if they feels that those problems may have resulted in a mishap which they is then having to deal with, they should always put their thoughts, feelings and suggestions to their Leader confidentially. On no account will the Leader air their complaints openly before the Participants.
4. **Awareness.** The Participants must understand that there is an inherent risk in the pursuance of a adventure travel due to the very elements that make it so appealing (location overseas, adventurous activities, in-experienced groups of travellers etc). However Adventure Alternative is a safe organisation that engenders a culture of safety amongst all its Participants, Leaders, Representatives and Associates.

**BEHAVIOUR GUIDELINES:**

Participants should try to adhere to the following behaviour guidelines.

1. **Inappropriate Relationships.** Sexual (or any other inappropriate) relationships with other Participants and/or local people are not encouraged. Such behaviour can have a devastating effect on team morale, cohesion and emotional stability. The Venture Leader will try to ensure where possible that male and female Participants do not have to share the same sleeping, washing and toilet facilities. Participants should note the risk of HIV and other health issues inherent in entering into sexual relationships and in particular with the local populace.

2. **Alcohol.** Adventure Alternative does not enforce a ban on alcohol on ventures, however Participants should at no time drink to extremes thus losing control in a way that is dangerous to both themselves and the rest of the team. Such events should be relaxing and promote team building with the safety of the Participants of paramount consideration. Special consideration must be given to the implications of socialising in public places frequented by the local populace, especially after dark and both the safety and cultural implications of this.

3. **Smoking.** Adventure Alternative recommends that smoking should be discouraged during the Venture. This is due to considerations of health, especially during heavy exercise and at high altitudes. There are also considerations related to the risk of fire. Those participants who wish to smoke will need to familiarise themselves with the laws and etiquette in the destination country and abide by them. Under no circumstances shall other participants be exposed to passive smoking by the actions of group or staff members. The Leader should, of course, observe any guidelines that he/he imposes on the Participants. While carrying out project work with or in sight of local children, participants shall not be permitted to smoke. This is based on the grounds of moral responsibility toward impressionable young people.

5. **Courtesy and Demeanour.** Participants should at all times deal courteously with all individuals with whom they come into contact during the Venture, including the Students, other third parties involved in the Venture and any members of the local populace.

**RULES THAT ARE NON-NEGOTIABLE:**

**Drugs.** In this case a hard and fast rule as follows: The purchase, possession and/or use, of non-prescribed and/or illegal drugs by any participant during the Venture is forbidden. The Adventure Alternative UK office will immediately inform parents in the event that any Participant contravenes this rule and will terminate the Participant's venture immediately, insuring that the now ex-Participant is ejected from the team at the earliest opportunity and that the remaining team members do not associate with them.