



**International Partners Cassie Stern Memorial, Inc.**  
*Empowering People on the Front Lines of Poverty*

**BEHAVIOR POLICIES AND GUIDELINES AGREEMENT**

All participants must sign the following Behavior Agreement to uphold IP policies and guidelines. A violation of this agreement **requires** the Trip Leader to take appropriate action. A delegate may be dismissed from the program and required to return home early at his or her own expense at such time that the IP leadership determines that it is the best interest of the delegate, community, IP, or the other trip delegates.

- Alcohol                      No intoxicants may be used. Use, possession or purchase of alcoholic beverages by minors is grounds for immediate dismissal from the program.
- Tobacco                      No use of any form of tobacco is permitted for anyone under 18.
- Drugs                         Participants may not use any form of illegal drugs or be part of any transfer or transaction involving drugs. Doing so is grounds for immediate dismissal from the program.
- Participants who bring prescription medicines must carry them in their properly marked containers and must inform Trip Leaders in advance. Antibiotics and painkillers are scarce so if you bring them and don't use them you may leave them with the village health promoter for community use.
- Dating & Sex                All participants will relate to other delegates and Salvadorans without flirting or otherwise violating the spirit of these guidelines. Unmarried participants are to refrain from all conduct of a romantic or sexual nature. This policy applies among participants as well as citizens of El Salvador. Signing this agreement indicates that I agree not to initiate or respond to any sexual or romantic advances.
- El Salvadoran teens sometimes dress seductively, but this is not your invitation to romance or to dress similarly. In the city, men might call out to women they see in the street. ANY response will be considered an invitation. Avoid verbal or eye contact. As you would do at home, if you feel threatened, move away and yell. Be assured, however, that on this trip, you will not be placed in such a circumstance by trip leaders.
- Courtesy & Respect        Participants are expected to speak respectfully, politely, and to refrain from cursing, vulgarity, and language that is sexually explicit, offensive or threatening in any way. ***No statements or jokes shall be made that might be construed as demeaning, disrespectful, or as sexual advances or harassment, either to other delegates or to Salvadorans.*** It is appropriate to say "gracias" at every exchange and to generously compliment. Do NOT criticize their way of doing things.
- Laws                            All participants will always obey the laws of El Salvador. The Trip Leader is not responsible if a participant is convicted of a violation. If not in custody, the participant will be sent home.
- Attendance                 All participants must arrive on time for all gatherings. Absences, other than emergencies, must be approved by the Team Leader in advance.
- Work                            Participants will work 8-hour days. You must arrive on time and work until the end of the shift. Everyone is expected to do his or her assigned job with effectiveness, energy, cooperation, and good will. If you need help, ask for it. The local people have placed great expectations on your visit. Their tradition is to work long and hard. By working hard you show them respect, earn their respect, and help them accomplish their dreams.

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Buddy System	All participants are required to be always in the presence of another trip participant. With special approval of the trip leader or your team leader, a trusted person who is not a trip participant may be approved as a buddy.
Travel	Participants may not leave their assigned area without permission of their team leader. No independent travel is permitted without the consent of International Partners, and if the delegate is under 18 years of age, the written consent of his or her parents or guardian. In signing this form, the delegate and his or her parents agree not arrange visits to family and friends without the express permission of International Partners. Requests for alternative arrangements must be made, in writing by the participant and if the participant is under 18, by his or her parents and must be approved by International Partners in advance. Costs for such alternatives is at the expense of the participant. Because of the risk involved, no one may travel at night, no one may travel alone, and no one may hitchhike. Participants are not permitted to drive any motorized vehical or ride in noncommercial airplaines. Participants may be dismissed for such actions.
Curfew/Bedtimes	It is within the discretion of the Delegation Leader to set a curfew. Otherwise, participants are expected to notice and follow the bedtime rituals of your host family.
Dress & Grooming	Participants are expected to dress modestly and appropriately and to keep themselves clean and well groomed. El Salvadorans tend to dress and groom themselves well and would consider it disrespectful if a participant did not do likewise.
Electronics	DO NOT bring any electronics including music, games, and hair-related items. Using them separates you from your hosts both because you deny them the focus of your attention, and avoid their lifestyle, and because it flaunts your affluence. Electronics are greatly prized, and their fascination for your electronics is likely to become a divisive factor among your hosts. If a village has electricity, a family will buy a TV as soon as possible. A television is desired because it is a wonderful diversion, a status symbol, a connection to the world, an educational tool, and a birth control option.
Communication	All youth MUST notify parents of their safe arrival. Access to phones and email is VERY LIMITED. After your initial contact, you will call home only in the case of an emergency.
Early Departure	Participants are to remain with the trip for the agreed period of time except for bona fide emergencies or in the case of dismissal from the program. Those leaving early do so at their own expense.

***In signing this form I (the participant and his or her parents/guardians) certify that I have read these Behavior Policies and agree to honor them. I understand that if I (or my minor child) violates these agreements, trip leaders may send me (or minor child) home early at my own expense. I understand that there are personal risks to my(or minor child's) health and safety and minimal access to health care or law enforcement. I assume full personal responsibility for any and all risks and will not hold trip leaders, International Partners, sponsoring partner organizations, or Salvadoran hosts responsible for any injuries, illnesses, or losses that I might suffer.***

**Print Name of Delegate/Participant:** \_\_\_\_\_  
**Delegate/Participant Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Print Name of Legal Guardian:** \_\_\_\_\_  
**Signature of Legal Guardian:** \_\_\_\_\_ **Date:** \_\_\_\_\_

Send questions to [director@InternationalPartners.org](mailto:director@InternationalPartners.org)