

Code of Conduct

A fundamental principle of Hashomer Hatzair is respecting all humans- no matter their gender, culture, language, background, movement, or otherwise. As Shomrim*ot we expect from our selves high standards, commitment and responsibility.

- Commitment to the manner and worldview of Hashomer Hatzair.
- Being responsibly and maturely autonomous.
- Willingness and motivation to live with a kvutza and act positively.
- Ability and obligation to intensively study throughout the entire program academically and experientially.
- Willingness to learn to speak Hebrew.
- Viewing participation in the educational center as a way to actualize the vision of Hashomer Hatzair.

Violent or intolerant attitude is not part of the norms of Hashomer Hatzair, therefore there will be no physical or verbal violence in the program.

Respecting others is expressed by respecting their privacy, needs for quiet, and being attentive to others' needs and requests.

Drugs and alcohol abuse

1. Shnat Hachshara is an educational and shomeric program, therefore a part of the shomeric space.
2. The Shnat Hachshara program is subordinate to the Israeli law.
3. If taking part in the Machon Le'Madrachim norms and rules will be defined by Machon and the different movements.

Therefore:

- A. Use of drugs is forbidden at all stages of the Shnat Hachshara program.
- B. Use of drugs will lead to severe educational reactions and may lead to an immediate suspension from the program on the full expense of the participant, without a refund at any stage of the year.
- C. Exaggerated and frequent use of alcohol is deeply contradictory to the goals of the program, it creates a negative space and affects the personal and group functioning during the program. Abuse of alcohol will be educationally treated, in addition the movement holds the rite to suspend participants from the program temporarily or permanently if necessary.

Tools:



The main tool of the movement on such cases consists mainly of educational methods such as:

A presentation policy: educational work prior to the program, signing an agreement document which includes the parents as well. Treatment of personal cases: personal and group dialogue, dialogue with parents and shlichim/peilim, professional interventions and personal warnings. Treatment of general cases: a dialog group, interventional group processes, professional interventions and personal warnings. In case of a repeating case or cases severe discipline will be used. Hashomer Hatzair world movement holds the right to perform drug tests at any point of time in the program in order to encourage the participants to maintain the expected standards of behavior.

A participant that will not follow fundamental rules of the program and the country's laws will be sent home immediately. Acts that may result in expulsion include:

- Drug usage
- Physical/psychological violence
- Theft
- Damaging property
- Sexual harassment
- Sexual assault

Rooms

- Rooms should be left the same way you found them.
- Rooms will be cleaned and arranged once a week by program participants.
- In case of any problem in the rooms please inform Madrich/a and they will make sure it will be fixed.

Attendance

- Unless mentioned otherwise in the schedule or by madrichim*ot, all activities are compulsory. In case someone has a problem attending an activity it is this person's responsibility to come talk to them about it in advance.
- Everyone must wake up on time for breakfast and be on time for the rest of the meals. The meals are served for an hour; please do not show up 5 minutes before the end of the meal.

Guests

- Every weekend the group is allowed to have up to 4 guests without payment, any additional guest will have to pay.



- People who want to invite guests should talk about it with madricim*ot a few days before the weekend.
- Laundry soap will be purchased for you regularly.
- Please use the machines carefully and keep the room clean and organized, don't leave your cloths in the room.

Safety

Keeping in touch about safety:

1. At all times there are rules and guidelines concerning safety and security.
2. Hashomer Hatzair World Movement Staff can be contacted 24 hours a day.
3. Hashomer Hatzair World Movement employs a program director and a madricha who are responsible for the Shnat participants at all times.
4. Shnat participants will get regular Israel and security updates and briefings.
5. On weekends and during chofesh periods, contact details and itineraries for all Shnatties must be submitted to the Madrich/a of the group, and approved by the program director.

How we keep up to date on safety during the year:

1. Where necessary, changes to the program can/will be made if security demands it, and the changes will be cleared with the Jewish Agency.
2. Restrictions and guidelines are constantly reviewed.
3. Shnatties are always informed about any changes to security provisions.

What we do in case of an incident:

1. The Program Director and group madrichim are informed of any incident (via national security system).
2. Shnatties are phoned and located and must respond immediately that they are ok and verify their location.
3. Program Director informs HDSA, HDNZ and Jewish Agency Security Department (if necessary).
4. Parents are texted, e-mailed or phoned by HDSA or HDNZ (even when the Shnat participants have already been in touch with family and/or relatives)
5. Security restrictions are reviewed.
6. Madrichim and Program Director remain available to advise Shnatties, movement workers and parents/relatives.

Our commitment to you:

1. Regular updates.
2. If necessary, contact with parents throughout the year.



3. Always available to answer questions
4. Direct and immediate communication in case of any incidents.

Safety and Security Regulations:

Following are the current guidelines. If you have any questions, or are at ANY time unsure of what is/is not acceptable or safe, please ask one of your staff.

These rules are subject to change at any time.

- Due to the sensitive security situation in Israel, a number of places may be determined to be particularly at risk (for example the occupied territories). Travel in these areas is permitted, but only with the staff's prior knowledge and consent, and once permission has been granted by your madrichim in consultation with the program coordinator.
- Participants cannot enter Area A of the West Bank while on the program.
- Participants who want to hike should speak with their madrichim to receive permission and updated security regulations (including heat wave/weather restrictions, and to prevent accidental entry of restricted areas, like IDF firing zones). While on an individual tiyul/trip, participants must sleep in a youth hostel, field school, authorized camping ground, or hotel. Participants are not allowed to hike alone, and if they are planning to go on nature hikes, Israelis who know the area must accompany them.
- No participant is allowed to sleep outdoors, in a camping ground, beach, park or nature reserve unless it is in the framework of a secured, closed event.
- Where possible, participants should travel in a group or with a friend.
- You must ONLY visit public entertainment venues (eg. cafes, bars, pubs and restaurants) that are closed and guarded. This means, that the place must be within a enclosed area, and that there is a guard at the entrance. If you are unsure, please ask your assigned madrich/a.
- Never get into a taxi that stops at its own initiative. Only take cabs that you have ordered by phone or flagged down yourself. It is advisable to order cabs in advance. License plates are color-coded: Yellow – Israeli citizens, Green/White –Palestinian Authority, Black –Army, Red–Police, and White–diplomats.
- When riding in a taxi never sit next to the taxi driver in the front seat unless you are traveling with other people in the cab.
- Keep away from suspicious objects (chefetz chashud), or military objects. Do not pick them up or touch them. Leave the area immediately. Report to authorities/bus driver immediately. Also, do not leave your own belongings unattended or they will be treated as a chefetz chashud!
- When in a crowd, be especially alert.
- Participants who wish to go jogging, should preferably not jog alone.
- You must always carry your mobile phone, and when travelling the mobile phone must be on and fully charged. In addition you should always carry a list of emergency telephone / mobile phone numbers.
- It is forbidden to enter a beach, lake or pool (natural or man-made) without a lifeguard on duty.



- When taking part in aquatic activities usual safety precautions should be followed at all times.
- In the event of a security alert/national emergency, participants should contact one of the madrichim or their director immediately to report their location. Follow the directions of security personnel.
- All rules are subject to change depending on the security situation.

Sexual harassment and sexual assault

To be clear, Hashomer Hatzair is committed to creating and maintaining a world rooted in and reflective of our feminism. The learning, living, and volunteer spaces on Shnat must all be safe for everyone.

Sexual harassment, sex-based Harassment, sexual assault and disregard for consent as a basis for interactions are all grounds for immediate expulsion from the program.

Definitions:

Sex-Based Harassment-- "Sex-based harassment" includes sexual harassment and gender-based harassment.

Sexual Harassment-- "Sexual harassment" is unwelcome conduct of a sexual nature, including but not limited to unwelcome sexual advances; requests for sexual favors; or other verbal or nonverbal conduct of a sexual nature, including rape, sexual assault, and sexual exploitation. In addition, depending on the facts, dating violence, domestic violence, and stalking may also be forms of sexual harassment.

Sexual Assault-- "Sexual assault" is actual or attempted sexual contact with another person without that person's consent. Sexual assault includes, but is not limited to: Intentional touching of another person's intimate parts without that person's consent; or Other intentional sexual contact with another person without that person's consent; or Coercing, forcing, or attempting to coerce or force a person to touch another person's intimate parts without that person's consent; or Rape, which is penetration, no matter how slight, of (1) the vagina or anus of a person by any body part of another person or by an object, or (2) the mouth of a person by a sex organ of another person, without that person's consent.

Consent-- "Consent" must be informed, voluntary, and mutual, and can be withdrawn at any time. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Whether a person has taken advantage of a position of influence over another person may be a factor in determining consent. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person. If a person is mentally or physically incapacitated or impaired so that such person cannot understand the fact, nature, or extent of the sexual situation, there is no consent; this includes impairment or incapacitation due to alcohol or drug consumption that meets this standard, or being asleep or unconscious.



A member of the World Movement Hanaga will be designated at the beginning of program as the contact person in case there are any issues that arise pertaining to sexual harassment or sexual assault. Each participant will have direct access to this person.

Failure to abide by this code of conduct may result in expulsion from the program. If a participant is expelled from the program they will receive no refund for the program cost. If they have not yet paid the full program cost, the participant and their parent(s)/guardian will be responsible for paying the total program cost in full as set out in the 'commitment of payment' form.

By signing below you are agreeing that you have read and understood this document in full and will abide by all the rules set out above.

Date: _____ Place: _____

Signatures:

Participant: _____

Parent or guardian: _____

