



A Place Beyond

Code of Conduct

Our Mission

A Place Beyond (APB) reframes education, focusing on balance and learning within academics and, crucially, beyond. Through both, we help leaders learn the facilitation and adaptive skills needed to build a more interconnected, sustainable, and compassionate future.

Purpose

This code of conduct is not meant to constitute a contract between APB and employees or participants. APB retains the right to require any member of its community employee or participant to leave a campus or session with or without cause. Participants retain the right to leave a campus or session with or without cause. It is also not meant to be a comprehensive list of all possible conduct or misconduct. The purpose of this code is to provide a general notice of expected behavior.

We ask that all participants' conduct adhere to these policies which we believe are an essential foundation to build a positive, engaged, supportive community.

Community

All community members are expected to comply with the directions of law enforcement and APB staff acting in performance of their duties. This is also true of any third parties APB has contracted with. APB also expects all members to fully comply with the disciplinary actions laid out in this document.

Bringing guests onsite without authorization is prohibited.

Any violation, or charge of violation, of local, state, federal, or international law is prohibited. A conviction will not be necessary for the application of this rule.

Retaliation against any person or group who makes a complaint, or who cooperates in a resolution process will not be tolerated.

Central to our mission at APB is providing students access to their education in a remote setting. Academic misconduct undermines that mission. Academic misconduct consists of cheating on an exam, plagiarism on an academic assignment, or unauthorized collaboration. Academic misconduct is prohibited.

A participant may not knowingly provide false information or make misrepresentation to any staff member. In addition, forgery, alteration, or unauthorized possession or use of APB documents, records, or communications is prohibited.

Alcohol, Drugs, Tobacco, and Firearms

The unlawful possession, use, purchase, or distribution of alcohol at an APB campus or as part of an APB activity is prohibited.

The unlawful possession, use, purchase, or distribution of Federally illicit drugs, controlled substances, or paraphernalia (including the misuse of

prescription drugs, i.e. sharing, procuring, buying, or using in a manner different from prescribed) is prohibited.

We understand that there may be situations in which participants may need swift medical assistance for themselves or others, due to alcohol and/or drug use. APB expects that each member of our community will seek out assistance from staff and/or medical emergency services, without fear of disciplinary action.

Disorderly conduct is any behavior or violation which interferes with the orderly operation of the APB campus or interferes with the learning/working environment or the rights of others. Disorderly conduct is prohibited.

Smoking and use of all tobacco products including e-cigarettes are allowed only in designated areas on APB campuses.

Fires are prohibited outside of designated fire areas and must be registered with staff prior to use. Candles, hotplates, incense, space heaters, or other open flame or fire-hazard items are prohibited from personal living areas. Emergency drills will be occasionally held. Failure to vacate during such a drill is prohibited.

No member of an APB community may possess or use a firearm on campus or on a trip. Firearms including rifles, shotguns, handguns, air guns, and gas-powered guns and all ammunition or hand-loading equipment and supplies are not allowed. No one may possess or use fireworks, dangerous devices, chemical explosives, or items such as knives that could be viewed as weapons without prior consent of and registration with APB.

It is expected that all members of the community will take on the responsibility of keeping the community healthy with respect to COVID-19 and will comply with the policies laid out in the COVID-19 policy, procedures, and protocols.

Respect for the Rights and Wellbeing of the Community

Participants must respect the rights and wellbeing of the community and themselves.

Participants must act in opposition to any and all forms of physical, emotional, or psychological harassment, assault or abuse.

Discrimination including harassment, based on an individual's sex, race, color, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, pregnancy, marital status, medical condition, veteran status, disability, or any other legally protected classification is prohibited.

Negligent, intentional, or accidental damage to the property of another participant, APB, or the campus is prohibited as is possession of stolen property. Restitution may be charged in the case of damage. Restitution may be divided equally among all users of the common space or piece of equipment.

If a policy violation threatens the safety or wellbeing of an individual or the community, or if an individual violates his/her/they agreement, s/he/they will be required to leave the session. Leaving a session does not necessarily preclude the individual from participating in a future session. If you are asked to leave due to a policy violation you will not receive a refund.

Consent to the Above

I have read and understand the policies set forth in this Code of Conduct and understand that if I fail to follow these policies or respond to disciplinary procedures I may be required to leave the campus and will not be provided with a refund.

Signed

Dated