



## Love is King OPERATION ROAM Policies

### EQUAL OPPORTUNITY

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Love is King (LIK) is committed to building a diverse community that is inclusive of people from all backgrounds. LIK does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, age, genetics information, disability unrelated to job or admission requirements. LIK nondiscrimination policy applies to all phases of its application process, its admission and to all other aspects of its programs and activities. Retaliation directed to any person who pursues a discrimination complaint or grievance, participates in a discrimination investigation, or otherwise opposes unlawful discrimination is prohibited.

### PARTICIPANT APPLICATIONS & ADMISSION

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The health and well-being of our participants, staff, volunteers and the effective education of our participants are important to us. The expedition environments we live in and travel through are remote, dynamic, and physically and emotionally challenging. These environments, along with the activities conducted and the living and traveling conditions encountered, require each participant to be fully committed to and capable of working hard, taking responsibility for him or herself, and working effectively in the group to achieve the goals of the expedition.

It's important that participants provide accurate and honest health information so we can learn of conditions that we need to be aware of in order to successfully support ALL participants. Our admissions staff may need to further discuss health (including mental health) issues or diagnosis with participants and/or their health care provider. LIK reserves the right to deny admission to anyone that LIK, in its sole discretion, believes is unable to meet the physical, psychological, cognitive, social or safety demands of our courses.

In the event that changes occur to a participant's health or mental health between the application/admission period and the expedition, it is the responsibility of the participant to properly notify LIK. You will be asked to update your *Medical Treatment Authorization Form* with a revised date. If LIK is not made aware of changes and LIK learns of the changes in the middle of an expedition, LIK holds the right to send the participant home. Withholding medical health and mental health information puts all other participants and the organization at risk and will not be tolerated.

Following is a Code of Conduct. It is absolutely essential and critical that these basic codes be practiced at each Love is King event, expedition, etc.

CODE OF CONDUCT – Our policy of conduct is based on the expectation that we will conduct ourselves in a safe

and courteous manner during all activities.

1. Respect, listen to, and cooperate with all team members. Respect for the facilities, equipment and the outdoors is expected always.
2. Respect each person and all property. Bullying will NOT be tolerated under any circumstances. We are committed to a safe and enjoyable environment for ALL participants, free from harassment, intimidation or bullying.
3. Relationships or behavior of a sexual nature will not be tolerated. This will result in automatic dismissal from the outing, and result in no further involvement with Love is King.
4. Refrain from using profanity or exhibiting improper behavior (aggression, exclusion, unwanted physical contact, etc)
5. Zero tolerance policy for alcohol, using illegal substances and possessing drugs and/or weapons.
6. Everyone is expected to participate willingly in the planned activities. You are here to develop and explore the outdoors in many facets. There will be times that are fun, and times that are structured learning environments. This is very intentional and your participation is required.
7. Respect the environment with proper removal of trash/recycling and leave no trace.

Failure to comply with this Code of Conduct will result in immediate consequences up to and including being removed from the outing and sent home at your expense.

## RISK MANAGEMENT

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At LIK we embrace the physical and emotional challenge of the natural environment to attain our learning objectives. Expedition adventure involves hazards: rock fall, quickly-flowing rivers, and steep terrain can pose a risk to even the most experienced outdoor leader. Activities ranging from simple day hikes to climbing glaciers can, due to the unpredictable forces of nature or an error in judgment, become dangerous and potentially life-threatening. Participants transport their own gear, sleep outdoors, prepare their own meals, and are expected to care for themselves in weather conditions that can be extreme. Each participant plays an important role in the success of a LIK course. Good physical conditioning and a positive mental attitude are essential. Should unforeseen circumstances arise, such as weather, permit restrictions, unusual situations, risk management concerns, or if LIK deems it necessary, LIK reserves the right to make changes to course activities and area locations.

Our expeditions travel through remote areas, which can create complex situations should an emergency arise. It is not uncommon to be days from medical help, but expeditions always have a medic and are also backed by comprehensive wilderness emergency response and evacuation systems. Many of the medical incidents that might occur are simple and often treated in the field. For more serious incidents or when a participant is evacuated for a medical reason, they will be taken to a medical facility for evaluation or treatment.

The LIK leader will carry satellite telephones, radios, or other electronic communication devices on each expedition to use in the event of life-threatening emergencies, but this does not guarantee communication from the field to our support bases. Portable telephone and radio signals may be subject to interference caused by terrain, atmospheric conditions, and other variables and may not always work.

We are committed to promoting the physical and emotional well-being of all participants. The risk of injury, even serious injury or death, is always present in the outdoor environment. Indeed, much of the value of a LIK expedition lies in learning how to identify hazards and adapt behavior to strive to avoid injury or illness. We feel that the risks are manageable and that no organization is better equipped to manage them than LIK.

## MEDICAL TREATMENT AND PROTOCOLS

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As explained and signed on the *Medical Treatment Authorization Form*, participants grant LIK authorization and consent for the designated expedition medical lead to administer general first aid treatment for any minor injuries or illnesses experienced by the participant. If the injury or illness is life threatening or in need of emergency treatment, the designated expedition medical lead will summon any and all professional emergency personnel to attend, transport, and treat the participant and to issue consent for any X-ray, anesthetic, blood transfusion, medication, or other medical diagnosis, treatment, or hospital care deemed advisable by, and to be

rendered under the general supervision of, any licensed physician, surgeon, dentist, hospital, or other medical professional or institution duly licensed to practice in the state in which such treatment is to occur. The participant agrees to assume financial responsibility for all expenses of such care.

Participants may hold onto their medications and self-administer, unless it is a psychotropic or controlled medicine. In such case, the designated expedition medical lead must hold onto that medication until administration.

## MENTAL HEALTH TREATMENT AND PROTOCOLS

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A mental health crisis is a non-life threatening situation in which an individual is exhibiting extreme emotional disturbance or behavioral distress. They may be considering harm to themselves or others, be disoriented or out of touch with reality, have a compromised ability to function, or are otherwise agitated and unable to be calmed. On a Love is King expedition, it may include not participating in the scheduled agenda, interpersonal difficulties, not following rules or expectations, or having trouble regulating emotions (ie, panic attacks, crying, screaming, or isolating from the group). The medic along with the expedition leader will be the designated leads when decisions need to be made on how to most effectively handle a mental health crisis. The steps below will be used when a mental health crisis presents itself on a deployment:

1. A change is noticed in the participant and is brought to the attention of the medic and expedition leader. Make sure to state clear, observable facts that were witnessed by yourself or others.
2. The medic and the expedition leader will consult for opinions, perspectives, witnessing, and potentially more information. A plan will be made as a team on how to proceed.
3. Either the medic or the expedition leader will approach the person and ask to speak with them privately away from the group. If this person is a harm to others, another team member will be asked to accompany the medic or expedition leader while they speak with the individual.
4. A goal of the conversation will be stated up front, such as "I am hoping to speak about some behaviors that have been brought to our attention."
5. The concern will be voiced, and then space given for the participant to respond about what is happening for them, personally.
6. The expectations will be stated for the expedition, and then problem solving will take place to get the participant back participating in the group again. If there are safety concerns, they will be addressed.
7. Consequences of not following through on the agreed upon problem solving will be stated.
8. The team will be communicated with, and the participant will be monitored minimum the next 24 hours, with check-ins throughout the day.
9. If it is decided they are a threat to themselves or others, or the larger group as a whole, arrangements will be made to send the participant back home again.

## CELL PHONE USE

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Participants are encouraged to limit the use of personal technology because we believe in the value of time spent away from the constant connectivity of daily life. The expedition leader will carry communication technology in the event of an emergency.

Please sign and date anywhere below the line acknowledging you agree to Love is King Operation ROAM Policies.

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