



2023 Community Policies (“Red Rules”)

The Red Rules are our non-negotiable policies at Gap at Glen Brook, which means a violation of these Red Rules may be grounds for dismissal from the program. These rules are designed to keep both you and the group safe and well:

1. **NO behavior that is disruptive or injurious to yourself or other participants**

- Harassment or bullying, fighting, and the use of inappropriate language puts others at risk and unravels our commitments to the group.
- No form of discrimination based on race, religion, gender, sex, sexual orientation, age, physical or mental disability, or any other protected characteristic will be tolerated. This includes, but is not limited to:
 - ◆ Racial or other identity-based slurs
 - ◆ Display of offensive symbols
 - ◆ Derogatory remarks related to a person’s identity
- Comments, communication or behavior of a sexual nature towards or regarding gappers and/or staff will not be tolerated in any form. This includes:
 - ◆ Unwelcome sexual advances
 - ◆ Requests for sexual favors
 - ◆ Other verbal or physical harassment of a sexual nature

2. **NO possession, use, or distribution of alcohol, tobacco, and/or drugs.**

- Any tobacco products, recreational drugs, and alcohol are not allowed.
- While some Gappers may be of legal age, we ask you not to use these things during the program, including on the weekend. This helps to create a safe and comfortable environment for all Gappers.

3. **Gappers are expected to maintain a base level of self-care in order to stay healthy and well, and to engage in the daily routine of the program. Gappers are expected to:**

- Practice good physical hygiene
- Sleep 8 hours a night or check-in if this becomes difficult
- Communicate with your staff mentor when your needs aren’t being met or if you are unable to participate in programming
- Protect yourself from outside elements which could include rain, wind, bugs, heat, etc.
- Maintain adequate hydration
- Nourish your body with the food you eat
- Manage your personal medication:
 - ◆ Do not change your dosage unless under the specific direction of your doctor

- ◆ Store your own medication, including on trips
- ◆ Maintain correct dosage and remember to take your own medication

4. Gappers MUST notify a staff member if a romantic and/or sexual relationship begins.

- If the relationship is between Gappers, both parties will create and sign a relationship contract with a staff mentor, which outlines appropriate behavior for an intimate relationship in a communal educational setting.
- What is NOT allowed:
 - ◆ Romantic and/or sexual relationship between a Gapper and a staff member
 - ◆ Romantic and/or sexual relationship between a Gapper who is 18+ and a minor