

Behavior Covenant for Borderlinks' Participants

The BorderLinks Delegation has the potential to be transformative for all participants. In the aim of creating an environment on this trip that is respectful and facilitates learning and involvement for all participants, we are laying out these behavior expectations and agreements for participants prior to the trip. During your delegation you will be challenged, asked to take chances and consider new ways of considering the world. This will happen with our community partners and with each other; and this requires trust. Covenanting on agreements and behavior is a way to preserve the relationships we've built with our partners and are building within the group.

The non-negotiable expectations for participants on this trip include:

1. Use of inclusive, humanizing language:

- We expect participants to communicate with other participants, leaders, and partner organizations in ways that honors everyone's full humanity.
- This includes not using the word "illegal" to describe a human being. We recognize that the term "illegal" is often utilized by mainstream media and our government, and it may be new for some participants to shift their language. Instead, use language that is inclusive rather than dehumanizing. Use "undocumented" or "without papers".
- This also includes respecting and using participants, leaders, and partner organization representatives preferred gender pronouns, and continually acting and speaking in a way that respects people's gender expression and identities.
- To learn more about gender pronouns, expressions and identities, see these resources: [Genderbread Person](#) and [Genderbread Person 2.0](#).

2. Sobriety expected during delegation programming

- Drink water! NOT Alcohol.
- Borderlinks is a sober space. Alcohol and recreational drugs are not allowed on Borderlinks premises (including the parking lot), nor on partner organization premises.
- Participants should never return to Borderlinks intoxicated.
- Delegation programming is considered any scheduled time in the itinerary. Non-delegation programming is considered to be evenings after the final scheduled delegation activity.
- Participants should return to BorderLinks no later than 11pm if they go out in the evening. We want to avoid being disruptive by returning late and waking people up who might be sleeping in the dorm room by the time you return.

3. Respect and maintain relations with our Community Partners

- We expect participants to honor the time and candidness that our community partners offer us by speaking with us and sharing their stories, by listening attentively, honoring their experiences, and keeping the identity of our community partners safe.

- This means do not share personally identifying information in any public forum (blogs, facebook etc) unless explicit consent by the individual is given. This includes sharing for advocacy purposes. Highlighting an organization rather than an individual is recommended.
- Personally identifying information may include but is not limited to immigration status, gender orientation, sexual identity, and addresses.

4. No Cell Phone Use

- This is an experiential learning trip, and our presence and participation is paramount! When put in new and uncomfortable situations, cell phone use can be a way to escape or “check out.”
- We ask that all participants severely limit their cell phone and electronic use. Appropriate times for use would be before or after programming and during breaks.

5. Consensual and Respectful Camera Use

- To keep us present with each other and our presenters, and to keep us from transitioning from active participants into tourists:
- No pictures or recording of anyone without explicit permission and verbal consent.
- ONE photographer per day during BorderLinks’ programming. Photos during breaks and transitions may be appropriate. Please ask your delegation leader.
- No pictures in poor taste or not in alignment with BorderLinks values.

Consequences:

Curiosity, questions, and learning are encouraged. We understand that slip-ups in language happen. And that some of these concepts might be new. However, our actions have an impact on those around us. We have outlined these non-negotiables as a way to hold all of us accountable to the learning process, while also understanding that there are consequences for our actions, even in learning.

- During programming, if these non-negotiables are not honored, a participant will be pulled aside and a conversation about next steps will take place.
- Next steps will vary on the severity of the impact, and will be at the discretion of the BorderLinks delegation leaders and BorderLinks staff.
- Repeated violations of this covenant or other program policies may result in being asked to leave the program. Program fees and transportation costs will not be refunded. Participants will be responsible for organizing and paying for their early departure.

This is our best effort at a behavior covenant. Because we do not know what will come up once we are on the trip, adult leaders reserve the right to add to or amend this covenant as appropriate, and will clearly communicate any changes in expectations verbally while on the trip.

Behavior Covenant ~ Signed:

Participant's Name

Date

Parent/Guardian Signature (for participants under 18)

Date

Delegation Leader

Date