

## **POST Staff Hard No's**

*The following actions are not tolerated for any reason. If you partake in these activities on POST trips, you will lose your position as a staff member immediately.*

1. Sexual intercourse.
2. Drug use, including alcohol consumption and vaping.
3. Physical violence of any form.
4. Sexual harassment.
5. Hate speech.
6. Derogatory language or actions.
7. Discrimination of any kind, intentional or not.
8. Purposeful damaging of other people's property.
9. Stealing.
10. Failing to intervene or report any of the actions listed above.

*\*\* If your actions outside of POST put others or the organization at risk, we reserve the right to remove you from POST Staff. \*\**

## **POST Staff Values and Expectations:**

*All POST staff members are expected to uphold the following values. Failure to do so may result in an evaluation about your position as a staff member.*

1. Fully attend 3 or more POST trips and/or events each year, along with ALL mandatory events (mandatory events include staff trainings, scheduled gear loads or Costco runs, meetings, or others).
2. Complete tasks assigned by trip leads and/or station heads when asked.
3. Abstain from sharing personal stories about drinking, drugs, and sex or centering conversation around these topics. If others bring it up, do your best to steer the conversation away from it.
4. Follow skit night rules.
5. Be inclusive of campers and other staff.
6. Prioritize camper experience and needs over your own.
7. Refrain from using phones or other electronics unless necessary for POST related communication.
8. Alert trip leads about conflicts as soon as they arise.
9. Respect the natural environment and follow Leave No Trace principles.
10. Maintain a positive attitude (especially in the presence of campers).
11. No inappropriate displays of affection (including, but not limited to, kissing and sexual touching).
12. Be respectful of trip leads, staff, chaperones, and especially campers.
13. Actively promote an environment of equality by disregarding seniority and encouraging teamwork.
14. Actively participate in games, activities, and other events while on trips.
15. Follow the "rule of three" when with campers.

### **POST Staff Requirements:**

*All POST staff members are expected to fulfill the following requirements. Failure to do so can result in the loss of your position as a staff member.*

1. Fully attend 3 or more POST trips each year. This means from start to finish.
  - a. Failure to attend three trips throughout the year will result in losing the privilege to go on Desert School.
  - b. It may also result in the loss of your position on staff.
  - c. Trips can be made up through volunteering on multiple gear loads, Costco runs, WTA trips, beach cleanups, helping out with the gala, or other non-mandatory events. Please contact your staff team leader to make a plan if you are trying to make up for a missing trip.
2. Attend ALL mandatory events. This includes staff trainings, scheduled gear loads or Costco runs, and meetings.
  - a. Failure to attend a staff training will require you to do a make-up assignment on your own time. You will need to let the Staff Trainer know ahead of time that you will be missing the training.
  - b. If you do not communicate your planned absence, you will be unable to staff a trip until the next staff training.
3. Complete tasks assigned by trip leads and/or station heads to the best of your ability when asked.
  - a. Failure to do so can result in you getting removed from a trip depending on the frequency or severity of the action(s).