

## Netina 2023 Code of Conduct

Participants on the Programme are required to take full responsibility for themselves and their actions. The following outlines the Programme's Code of Conduct and sets out the expectations and minimum standards of behaviour. It emphasises respect for, and tolerance of, others, as its main concern, though it is also for the Participants' own protection. Please remember that all Participants are always expected to behave appropriately and are also expected to be self-disciplined; if members of staff need to enforce disciplinary measures, it is essential that the staff are treated with respect. In return, Participants have a right to expect that the above will be reciprocated in so far as the Participant will be treated with respect and fairness.

Be aware of authorities that supersede this statement - most particularly the laws of the UK and Ghana and their law enforcement agencies, and the rules of institutions whose services FZY use.

Upon applying to the Programme, the Applicant and the Parent/Guardian (if the Applicant is under 18) will be required to agree to this Code of Conduct.

Violations of the Code of Conduct may result in dismissal from the Programme, which is at the sole discretion of FZY. In these circumstances, the Participant and/or Parent/Guardian (if the Participant is under 18) will be liable for all costs relating to the expulsion and no refund related to the price of the Programme will be given. If additional costs are incurred, the Parent/Guardian will be required to pay these within one month from dismissal from the Programme.

Please note that FZY reserve the right to reject any Applicant from the Programme if any of the behaviour below is displayed prior to the Programme.

### **Mutual Respect and Group Responsibilities**

Participants are part of a group. During the Programme Participants will be based at an educational campus or an activity centre and will frequently visit other sites. There will always be other people around, who may be families with children of all ages trying to live their daily lives or Participants on other Programmes. We expect that Participants will always conduct themselves in a manner that is respectful of others.

By signing up for the Programme the Applicant is committing to attend, be involved and participate fully and positively in all aspects of the Programme and group activities. Another expectation of all Participants is cooperation with FZY, JAFI and particularly with, though not limited to, their Madrichim (Leaders). This can include helping to load buses, appearing at the appointed places on time, accepting responsibilities when so assigned, etc. Failure to cooperate with any and all staff members may result in the Participant's removal from the Programme.

### **Looking After Your Environment**

Participants are responsible for maintaining their accommodation which must be left in exactly the same condition as it is found. Any damage resulting in costs caused by Participants, including graffiti or other supposed artwork (even if added to graffiti that is already there) and/or incidents requiring additional cleaning will result in a charge to the Participant and will be treated as a disciplinary issue. In addition, Participants have an individual and collective responsibility to maintain all areas of the accommodation in which they are staying and the private transport they use.

Should the Participant cause wanton damage, the Participant and/or Parent/Guardian will be liable to cover all direct and/or indirect costs incurred, and to reimburse FZY immediately as required. **In cases of reasonable doubt and where the responsible Participant(s) decline to come forward and**

**admit their actions, the costs of any damage may be distributed amongst the relevant/all group Participants.**

### **Activities**

Unless otherwise indicated, all activities are mandatory. Participants must contribute to all activities and programmes to the best of their ability. On occasion there are off-site activities that are part of the programme.

### **Alcohol**

The purchase, possession or consumption of any alcoholic beverages is illegal and completely forbidden on Netina. If Participants are found in possession of alcohol it will be immediately confiscated. Those caught in possession and/or those found to have purchased or consumed alcohol at any point during the Programme should expect to be removed from the Programme. In these cases, the Participant's dismissal from the Programme and subsequent return home is at their own expense and without refund, and this decision will be at the sole discretion of FZY as advised by the Organisers. In these circumstances, the Participant and/or Parent/Guardian (if the Participant is under 18) will be liable for all costs relating to the expulsion and no refund relating to the price of Netina will be given.

**If any medical attention required as a direct or indirect result of the consumption of alcohol on Netina will not be covered by the Insurance Policy, the Parent/Guardian will be responsible for all the associated costs of treatment to the Participant.**

### **Antisocial Behaviour**

FZY have a zero-tolerance policy towards anti-social, sexist, racist, homophobic or otherwise negative behaviour. We classify the following as examples of serious anti-social behaviour (this is not an exhaustive list): Bullying, Violence, Racism, Abusive Language, Sexism, Homophobia, Physical, Emotional, Sexual Abuse or Harassment directed towards Participants, Madrichim (Leaders) or anyone with whom they come into contact.

Every Participant on the Programme has an equal right to experience the Programme fully, free from any bullying, ridicule, harassment or abuse of any kind. Any Participant who mistreats another member of the group will be disciplined in an appropriate manner according to the Discipline Procedure outlined in this document. In serious cases of anti-social behaviour, a Participant will be sent home from the Programme at the sole discretion of FZY. In these circumstances, the Participant and/or Parent/Guardian (if the Participant is under 18) will be liable for all costs relating to the expulsion and no refund related to the price of Netina will be given.

The social environment created on Netina is designed to be a safe space for both Participants and Madrichim (Leaders), as well as anyone with whom the group comes into contact with. Below you will find further explanations regarding Sexual Harassment and Bullying, though anti-social behaviour is not limited to these exclusively.

Participants are forbidden from carrying weapons.

### **Appropriate Clothing**

FZY want to create a safe and comfortable atmosphere for the Programme. FZY believes that the way that people dress affects the atmosphere and the way that they interact with one another. Therefore, FZY expect all Participants to avoid wearing the following:

- Hot pants (shorts must be at least halfway between the waist and the knee, or longer)

- Low cut tops (no cleavage should be on show)
- Crop tops (no midriffs should be on show)
- Clothing with an inappropriate design (alcohol, drugs, sexual references, inappropriate language and/or images, etc.)

On hot days, when activities are outside, we will ask participants to wear t-shirts with sleeves that cover their shoulders in order to avoid sunburn. If participants are seen to be dressed inappropriately on a recurring basis it may result in disciplinary action.

Participants should not bring expensive or valuable items to the Programme. FZY will accept no responsibility for any loss or damage that occurs to items during their time on the Programme

### **Bullying**

There is no legal definition for bullying. However, it is usually defined as behaviour by an individual or a group that is repeated and is intended to hurt an individual or a group of people either physically or emotionally. Bullying is often aimed at certain groups, for example because of their race, religion, gender, sexual orientation or any other aspect of a person including their background, personality, appearance or disability.

Bullying can take many forms and can include, but is not limited to:

- Social exclusion (excluding, ostracising or ignoring other members of the group)
- Cyberbullying (bullying via mobile phones or online, e.g.: social media, instant messenger etc.)
- Teasing
- Name-calling
- Physical assault
- Making threats

FZY does not tolerate bullying in any form. All young people taking part in an FZY Programme have the right to enjoy their time with the movement in an environment which is free from intimidation and any form of bullying.

### **Covid-19**

During the time of the Programme Covid guidelines may be introduced relating to testing, the wearing of masks, bubbles, vaccinations, hygiene, and social distancing. FZY reserve the right to enforce these and other guidelines deemed appropriate in FZY's sole discretion upon the group where necessary. These must be adhered to by all Participants when enforced.

### **Drugs**

Laws relating to illegal drugs are strict and possession and/or use of them is grounds for arrest.

Anyone who is determined to have purchased, sold, possessed or used any illegal drugs or narcotics and/or abused legal drugs (or to have been in the presence of others while they did any of the aforementioned acts) will be immediately dismissed from the Programme. They will be returned home at their own expense, or that of their Parent/Guardian (if the Participant is under 18), without any refund. The Parents/Guardians will be informed of the reasons why the Participant has been sent home. FZY reserve the right to carry out random drug testing at any point during the Programme, including urine or blood tests to test for and/or confirm usage. In certain circumstances, FZY may require such tests prior to departure and this could affect participation on Netina. Failure to take a drugs test when requested by FZY will result in the Participant being immediately dismissed

from the Programme with the same conditions as noted above. FZY may involve the local Police in cases of drug usage or suspicion of drug usage.

Medical attention required as a direct or indirect result of the use of illegal drugs is not covered by the insurance policy, and the Parent/Guardian will be responsible for all associated costs.

**The Police usually deal with drug abuse in a very severe manner.** They may also decide to take action.

Please note that the use of controlled drugs (such as morphine) is forbidden unless prescribed by a doctor and agreed to in advance of Netina by FZY as advised by the Organisers. The use of new psychoactive substances, also known as “legal highs” is completely forbidden. The use of either of these types of substances (or to have been in the presence of others while they did any of the aforementioned acts) will result in the Participant being immediately dismissed from the Programme. They will be returned home at their own expense, or that of their Parent/Guardian (if the Participant is under 18), without any refund. The Parents/Guardians will be informed of the reasons why the Participant has been sent home

### **FZY Staff**

FZY staff on the Programme are volunteers. They are responsible for Participant’s happiness and wellbeing. FZY staff must be treated with respect and courtesy at all time. Behaviour to the contrary will be treated extremely seriously.

### **Gambling**

Any activities involving gambling or of a character linked to gambling are not permitted on the Programme. Participants can play cards, but games such as poker are not allowed.

### **Girls and Boys Dormitories**

Where dormitories are present, and the Programme contains overnight stay, boys and girls must not enter the sleeping areas of the opposite sex. The areas that are single sex will be clearly signposted and indicated by FZY leaders. Every participant on the Programme must have a safe space in which to sleep and change. Infringement of these rules will have serious consequences.

### **Mobile phones**

Mobile Phones are allowed on Netina only within the guidelines contained in the Code of Conduct. Please be aware that FZY will not take any responsibility for the Participant’s phone at any point.

In order to make a claim for a stolen phone under your insurance policy, the claim will likely need to be registered stolen at a Police Station within 24 hours, **which we cannot guarantee will be possible**. Therefore, we strongly discourage Participants from bringing expensive smartphones or tablets on Netina.

There will be times allocated when Participants can use their phone, which will be shared by the Madrichim (leaders) at the start of Netina. If a Madrich/a (leader) sees a Participant using their mobile phone during programmed time, which includes mealtimes, and/or at any time or place which has not been designated for phone use, the mobile phone or other communication device will be confiscated for a period of time determined by the staff.

The Participant must comply with this policy as the terms form part of the Code of Conduct. It is the responsibility of the Participant to ensure they have read and understood this document before they

participate in Netina. Misuse of mobile phones on Netina will lead to confiscation of the phone in line with the mobile phone policy and Code of Conduct and can also lead to a strike.

FZY will not take any responsibility for any phones that are lost or damaged while they are being held or are confiscated.

### **Out of Bounds**

For health and safety reasons, all Participants are expected to remain within the defined boundaries as specified by the Madrichim (leaders) for the duration of the Programme, unless leaving on a sanctioned trip with someone on the FZY staff

### **Prescribed and Non-Prescribed Medication**

The possession of any prescribed or non-prescribed medication is absolutely forbidden on Netina.

As detailed on the Online Application Form, all Participants are obliged to hand in all prescribed and non-prescribed medication to their Madrichim (Leaders) at the beginning of Netina. The medication will be held and dispensed by the Madrichim (Leaders) for the entirety of Netina.

**It is the responsibility of the Participant to remind and request the Madrichim (Leaders) to administer their prescribed medication** in the correct dosage and at the designated time, as detailed on the Online Application Form. This also applies to any medication prescribed by medical practitioners during Netina. At the time of prescription, the Participant must ensure they fully understand the time and dosage required. Any medication, whether prescribed or non-prescribed, held by Participants will be confiscated and the Discipline Procedure will be enforced.

As a reminder, the only exceptions relate to **EpiPens, Insulin and Inhalers**. All Participants requiring an EpiPen, Insulin or an Inhaler must ensure they **bring two doses** with them on Netina. The Participant must carry one of these doses on them at all times.

All information regarding prescribed and non-prescribed medication, including EpiPens, Insulin and Inhalers, must be fully disclosed and written clearly on the Applicant's Online Application Form.

### **Sexual Activity**

There should be no sexual activity whatsoever on the Programme. The atmosphere of the Programme is one where sex and sexual behaviour is simply not on the agenda.

### **Sexual Harassment**

Sexual Harassment is defined as any unwanted behaviour of a sexual nature that causes offense, distress, intimation or humiliation. These behaviours do not have to have been objected to during the Netina process/during Netina itself for it to be unwanted and for it to constitute harassment. All participants are required to understand the meaning of consent. Sexual Harassment can take many forms and can include, but is not limited to:

- Making sexually degrading comments or gestures
- Staring or leering at other people's bodies
- Making sexual jokes or propositions
- Sending or posting emails, text messages or social media posts with sexual content
- Sharing images or videos of other people, online, via text or otherwise, with sexual content
- Physical behaviour, including unwelcome or non-consensual sexual advances and touching
- Sexual activity, including displaying sexually explicit images in someone else's space or a shared space

- Continuing to touch or hug others if they have said that they do not wish to be touched
- Sharing sexual fantasies or thoughts of a sexual nature, either verbally, in writing or through images
- Taking and/or sharing photographs, images or videos of a sexual nature of Participants, Madrichim or other members of staff

### **Smoking and Tobacco Products**

The smoking, purchase and possession of all tobacco products are prohibited on Netina, including cigarettes, cigars, e-cigarettes, vapes, electronic negillah and negillah/hookah etc.

If Participants are found in possession of any tobacco related products (including vapes) at any time, it will be treated as a serious breach of discipline and the products will be confiscated and disposed of. For the avoidance of doubt, if the Participant is found in possession of any tobacco products, vapes or e-cigarettes their dismissal from the Programme and subsequent return home at their own expense will be at the sole discretion of FZY. The Participant and/or Parent/Guardian will be liable for all costs relating to the expulsion and no refund related to the price of Netina will be given.

### **The Right to Search**

FZY hope that the need never arises, but there may be occasions where FZY reserve the right to search a Participant's personal possessions during the Programme. This may happen if they have a reasonable suspicion that a Participant possesses prescribed/non-prescribed medication, illegal drugs, alcohol, tobacco products, pornographic images or videos, fireworks, suspected stolen items and/or weapons etc. FZY also reserve the right to search the Participant for any item where there are reasonable grounds to suspect that they have or are likely to be used for committing an offence and/or causing damage to property and/or personal injury to any person and/or for any suspected violation of the Code of Conduct.

FZY may search any Participant's belongings with their verbal consent. FZY also reserve the right to search any Participant's belongings without their consent if they have reasonable grounds to suspect that a Participant has any of the prohibited items listed above in their possession.

FZY may also search a Participant's mobile phone or other electronic device if they reasonably suspect that the device has been, or is likely to be, used to commit an offence, cause personal injury and/or damage to property. Devices may also be searched if representatives of FZY reasonably suspect that the device has been used for the purposes of violating the Code of Conduct, including the sharing of pornographic content or for suspected anti-social behaviour. This may include, but is not limited to, bullying, intimidation, sexual harassment or activity towards any person.

If FZY are prevented from completing a search of the Participants' personal possessions, FZY are entitled to interpret this as an indication that such prohibited items may be in the possession, or under the control, of the Participant. If FZY are prevented from completing a search of the Participant's electronic devices, then they are entitled to interpret this as an indication that inappropriate or prohibited behaviour/activity listed above may have been conducted through the device.

In these instances, the Participant may be excluded from the Programme. The Participant and/or Parent/Guardian (if the Participant is under 18) will be liable for all costs relating to the expulsion and no refund related to the price of Netina will be given.

### **Vandalism**

Vandalism of any kind, to the Programme site or public areas visited during the Programme is strictly prohibited. Littering and other mistreatments of the environment is not acceptable. Vandalism includes deliberately setting off the fire alarm in a non-emergency situation.

We only use an exclusion of a Participant from Netina as a last resort. All available ways to deal with issues and concerns are evaluated before we seek to exclude anyone, unless the circumstances merit immediate dismissal. We pride ourselves on being inclusive and attempt to give all those participating on Netina equal opportunities.

However, the above behaviours may well mean immediate exclusion for the Participant(s) involved and this decision will be made at the sole discretion of FZY.

### **Additional Rules**

In addition to all of the above, any one of the following actions (though not limited to this list) will constitute grounds for dismissal from the Programme at the sole discretion of FZY. In these circumstances, the Participant and/or Parent/Guardian (if the Participant is under 18) will be liable for all costs relating to the expulsion and no refund related to the price of Netina will be given. If additional costs are incurred, the Parent/Guardian will be required to pay these within one month from the dismissal.

Please note if any of the behaviour below is displayed prior to Netina, FZY reserve the right to reject an Applicant from Netina.

- Unauthorised absence from the group
- Leaving the accommodation/site without permission
- Hitch-Hiking
- Engaging in criminal activity
- Tattooing any part of the body
- Sharing or being in possession of pornographic images or video content of any kind
- Urinating or defecating on other people, their property or in inappropriate areas
- Failing to follow or cooperate with the instructions of all Netina Madrichim (Leaders), and any other agents involved in the operation of Netina regarding safety and security including leaving the group without permission during the Programme.
- Gambling
- Piercing any part of the body
- Use of permanent hair-dye
- Using your power, strength or authority to intimidate others around you (this includes all forms of bullying and sexual harassment)
- Abusive language
- Racist, homophobic and/or sexist language
- Fighting and violent behaviour
- Disrespectful behaviour towards anyone, including but not limited to; Madrichim (Leaders), Rakazim (Group Coordinators), other Participants, other groups, members of the public and/or other officials or staff
- Deliberate damage to property
- Deliberate harm to any part of one's body
- Disobeying instructions from Madrichim (Leaders) in relation to sleeping arrangements
- Use or possession of weapons
- Being complicit, concealing information or being directly involved in discrimination of any kind including, but not limited to, bullying, sexual harassment, racist behaviour and homophobia

- Entering any accommodation other than your own
- Theft from, including but not limited to; other Participants, shops, accommodations (including towels, pillows, sheets, etc.)
- Displaying behaviour other than that of a high standard
- Behaviour that is of a danger to the Participant(s) involved or to others on Netina
- Behaviour that may also influence other Participants who attend Netina in a negative way
- Persistent misbehaviour
- Carrying any form of medication, self-medicating or distributing medication, prescribed or non-prescribed, to other Participants
- Not following any additional rules and regulations given by any member of staff

Any of the behaviour(s) above which takes place via phone, social media or instant messaging, etc. will be considered as unacceptable as it would be if it had happened face to face.

We only use an exclusion of a Participant from Netina as a last resort. All available ways to deal with issues and concerns are evaluated before we seek to exclude anyone, unless the circumstances merit immediate dismissal. We pride ourselves on being inclusive and attempt to give all those participating on Netina equal opportunities.

However, the above behaviours may well mean immediate exclusion for the Participant(s) involved and this decision will be made at the sole discretion of FZY.

In addition to the above, FZY may have other rules and expectations of conduct which form part of this Contract by way of variation. Such rules and expectations will be made known to the Applicant and Parent/Guardian in advance of Netina and during the trip.

## The Discipline Procedure

There is a **three-strike system** in place for dealing with unacceptable behaviour on Netina:

1. **The First Strike, A Tsevet (Group Leaders) Strike:** This is a verbal warning where the Participant would have the chance to speak to a Madrich/a (Leader) in relation to the specific behaviour. The Madrich/a (Leader) would guide and advise the Participant on positive behaviour on Netina. Both FZY and the Parents/Guardians will be notified at this point, where it is reasonably possible to do so.
2. **The Second Strike, A Rakaz (Organisers) Strike:** This will involve a discussion with the Participant about the reasons for their behaviour with the Rakaz (Coordinator) of the group. FZY and the Parents/Guardians will all be notified of the Second Strike and the reasons for it being given. At this stage the Participant is now on their second and **final** Strike. Agreements would be made between the parties to try and ensure that the behaviour keeps within an acceptable level and that the Participant is able to keep to the agreement that is made. The Participant will have to call their Parent/Guardian under the supervision of a Madrich/a (Leader), where it is reasonably possible to do so. The Madrichim (Leaders) and FZY reserve the right to give a Participant a Second Strike without them receiving a First Strike.
3. **The Third Strike:** If the Participant is still behaving negatively they will be given a Third Strike and it is likely that the Participant will be dismissed from the Programme. At this stage the Participant discuss the situation with the Head of Netina and other senior FZY staff so they are able to ascertain all the relevant information needed to decide whether the Participant will remain on the Programme or not. Once the information is collected, the decision-



making process will commence. Please note, sending a Participant home is a decision that is never taken lightly and therefore it can take several hours for a final decision to be reached. During this time, the Participant will be in the offices of the FZY staff and there will be a Madrich/a (Leader) on hand should the Participant need anything. In addition, the Participant will continue to be cared for under the supervision of FZY. Should the Participant be excluded from Netina, they will be returned to the UK at the earliest possible time at the discretion of FZY. All additional costs associated with exclusion from Netina, e.g. flights, taxis, accompanying adults if deemed necessary, etc, will be met in full by the Parents/Guardians of the excluded Participant. The Participant concerned should have no further contact with Netina. If the Participant absconds at any time they will be deemed to have left the Programme. Refusal to cooperate with any of the above procedures may also be considered as reason for removal from the Programme.

FZY will contact the Parent/Guardian as soon as is reasonably practical to inform them of the situation and the following procedures. Throughout this process, the Participant's Mobile Phone will not be with them. However, their phone will be returned, or a phone will be temporarily provided, in order for them to call their Parent/Guardian at specific times. This is to prevent miscommunications with third parties, including the remaining Netina participants.

**The Madrichim (Leaders) and FZY reserve the right to immediately remove a Participant from Netina without proceeding through Stages 1-3 where the situation merits it.** Furthermore, persistent low-level disruptive behaviour will also necessitate intervention. The Participant and the Parents/Guardians should be aware that during the Discipline Procedure the Participant may spend large amounts of time away from the group. As stated above FZY will endeavour to inform the Parents/Guardians if the Participant receives a strike within a reasonable time frame. However, there may be a scenario where it has not been reasonably possible to inform the Parent/Guardian of a Strike before the Participant is given another Strike.

Please note that for the duration of the Programme and/or throughout the dismissal procedure if the Participant fails to follow or cooperate with the instructions of the Madrichim and/or FZY, e.g.: absconds from the Programme or refuses to enter transportation, the Parents/Guardians will be required to take responsibility for the Participant.

**If a Participant has been awarded a bursary from the FZY Bursary Fund and is subsequently dismissed from the Programme, the Parent/Guardian, upon request of the Awards Committee of the Fund, must reimburse the FZY Bursary Fund(s) with the full amount originally awarded.**

For your ease of reference here are additional details of our disciplinary procedures extracted from the Terms and Conditions:

- By submitting the Application Documents the Applicant acknowledges that they have read, understood and agreed to be bound by the guidelines and expectations of conduct as detailed in these terms and conditions, the Booklet and the Code of Conduct.
- The Code of Conduct is also used to assess an Applicant's suitability to join Netina. It is therefore imperative that the Applicant has read through this document themselves. Failure to agree and return a duly signed Code of Conduct to FZY will preclude an Applicant from joining Netina and be considered a cancellation. Any refunds will be subject to the Cancellation Policy.
- Participants may be dismissed from the Programme for infringement of the rules and expectations outlined in the Code of Conduct as well as for deliberately or recklessly:

- providing incorrect or false information in any part of his/her Application Documents or through any additional correspondence with the Organisers;
  - repeated failure to participate in the requirements of the Programme;
  - failure to disclose Medical Information or the disclosure of inaccurate or misleading Medical Information in any part of the Application Documents or through any additional correspondence with FZY and/or the Organisers; and
  - failure to comply with any reasonable rules or regulations imposed by FZY or the Organisers and their agents or representatives during the course of the Programme.
- Participants may be dismissed from the Programme should they fail to participate in all aspects of the Programme. If a Participant absconds from the Programme at any time or otherwise refuses to cooperate, they will immediately not be the responsibility of FZY and the Organisers and their future on the Programme will be reviewed in line with the Code of Conduct.
- Participants dismissed from the Programme and/or such Participants' Parents/Guardians will be responsible for all costs, claims and expenses incurred by the Organisers including accommodation, travel within Ghana and the cost of Participant's return airfare to London, cost of the flight for someone to accompany them should it be required by FZY or the Organisers (our general policy is to send home the Participant unaccompanied) and any cancellation charges or other third-party expenses howsoever incurred. FZY as advised by the Organisers reserves the right to determine the date and time of such return flight save that it shall use all reasonable endeavours to arrange the Participant's return to London, England as soon as is reasonably practicable. Participants dismissed from Netina will be flown back to London, England at the earliest opportunity and they will not be the responsibility of FZY or the Organisers once they have entered airport security at Kotoka International Airport. For the avoidance of doubt, they are the Parent/Guardian's responsibility from that point onwards. Parents/Guardians are required to ensure that they or their nominee is available to take responsibility for the Participant at any time during the duration of the Programme. If a Participant absconds from the sending home procedure they will be treated as if they are no longer on the Programme and therefore will not be the responsibility of FZY or the Organisers nor will they be covered by the Insurance Policy.
- Where a Participant has been removed from the Programme the Participant will be required to sign a form (the Form) if the Participant stays in Ghana. At this point neither FZY nor the Organisers nor any other party will be responsible for the Participant. Failure to sign the Form will result in the Participant being booked onto the next appropriate flight as per the procedure set out in clause 5.5.
- For the avoidance of doubt, in the event that a Participant is dismissed from the Programme, no compensation or refund will be payable to the Participant. Furthermore, if a bursary has been received towards the cost of the programme, FZY, the Organisers, the Friends of FZY and UJIA reserve the right to claim back the amount awarded.
- Any extraordinary expense incurred on behalf of the Participant will be invoiced to the Participant.

- By agreeing to these Terms and Conditions the Applicant and the Parent/Guardian agree to FZY and/or the Organisers contacting the Applicant's school, synagogue, other educational institutions or youth organisations for a reference, if required.