WELCOME TO THE EXPERIMENT FAMILY

Congratulations, and welcome to The Experiment family! Your experience with The Experiment is going to be an extraordinary time, filled with profound challenges, inspiration, joy, powerful moments, travel, adventure, deep friendships, and so much more. By deciding to explore another culture firsthand, you have demonstrated your willingness to step outside of your comfort zone. The Experiment staff and thousands of past Experimenters applaud your decision! We hope you share our excitement as you join a group of young people from all over the United States and the world. Together, you will embark on a shared journey that encompasses the challenges, beauty, and differences of life in another country.

This handbook is a tool to help you and your family prepare for your Experiment summer. The first part of handbook includes general information about the Experiment, our groups, and our leaders. The second, and largest section, is really a guidebook and toolkit to help you reflect, imagine, and lay the groundwork for your learning and growth this summer. It’s a mix of useful information, things to consider, and activities that will help you prepare for your Experiment experience, including when you return home. To be clear, none of the activities in this book are “homework” or required. They are resources for you to explore as your prepare for your program. The final section in this handbook is the “Guidelines and Policy” section. We feel it is important that you and the adults in your life review these carefully and together. The policies and guidelines help you and your family know what is expected and how we can all work together to make your summer safe and successful.

In joining The Experiment family you are joining an extensive educational and professional community which you can also learn more about in this handbook.

Welcome to The Experiment, we are excited to have you with us.

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INFORMATION ABOUT THE EXPERIMENT

PROGRAM OVERVIEW
For over 85 years, The Experiment in International Living has been the pioneer in cross-cultural education for young people. Experiment programs introduce students to important local and global issues through homestays, language training, community service, regional exploration, and the arts. Our group leaders facilitate substantive immersion programs by collaborating with experienced in-country educators, language trainers, artists, thematic experts, musicians, and chefs.

In preparing for your Experiment program, it is important to recognize that you will be participating in neither a highly structured tour-based trip nor a strictly classroom-based academic experience. Instead, you will be involved in a program that will ask you to develop a deep understanding of and connection to the people and culture of the host country and that will challenge you to build the confidence, skills, and abilities necessary to connect and engage on this level. You will get the most out of your experience if you approach the summer with an open mind, patience, and enthusiasm.

PROGRAM STRUCTURE
Almost all The Experiment programs follow the same four-part program structure: orientation, homestay, thematic exploration or excursion, and reflection. With this structure your travel, group, and learning experiences are organized so that you are prepared for each next step of the journey. We'll go over each of these components in the next section of the handbook, but here is a brief overview. Your orientation helps you learn what to expect on the program, cultural norms, and guidelines, you may start language learning and you will certainly spend time getting to know your group and talking about your “group culture.” Then you will either begin your thematic excursion or your excursion, or move into your homestay. Before your homestay you will have another orientation to answer any questions you might have, to set personal goals, and share your hopes and apprehensions before this immersive and rewarding experience. During your homestay, you might see your group every day or you might go a whole weekend spending time with your host family. You will know how to reach your group leaders if you need to. In section two we give some advice for how to prepare for the homestay. On your excursion you will dive into your programs theme. Site visits, community service, classes, and travel are all part of your excursion. This is your chance to further explore the country you are in and learn deeply about a topic of interest. Your program will wrap up with a re-entry and reflection time. This maybe be one day or a few days depending on your program. During this time you will think about how you have changed and what you have learned. You’ll think back on highlights and favorite moments, and you will imagine how you will take everything you have experienced back home with you.

EXPERIMENT GROUPS
Each Experiment group develops its own identity throughout the course of the program. Most likely, your group experience will be a significant part of your overall experience. During Experiment programs, your group and group leaders usually become like family, sharing in the joys and bonding over the challenges of your summer abroad.

Experiment groups promote an atmosphere of understanding, acceptance, learning, and growth. Just as you are introduced to the diversity of your host country through homestays and excursions, you will also learn an incredible amount about the diversity within your home country from your fellow Experimenters. Interestingly, many Experimenters learn as much about the United States as they do about the country they are visiting.

Your fellow Experimenters may be from different geographic, socioeconomic, ethnic, religious, or cultural backgrounds. While the size of each Experiment group varies, the average group consists of 14 Experimenters and two adult group leaders. Your group is matched with leaders selected specifically for your program because of their expertise.

QUICK FACTS ABOUT 2018 EXPERIMENT GROUPS
- 524 Experimenters traveled to 23 countries worldwide in 30 programs.
- Experimenters came from 44 U.S. states, the District of Columbia, and Puerto Rico, as well as 10 countries outside the U.S., including: Canada, China, Iraq, Israel, Italy, Jamaica, Kenya, Mexico, Uruguay, and Vietnam.
- 347 females and 164 males participated, as well as 13 Experimenters who self-identified their gender as other, transgender, or non-binary.
- Experimenters played more than 14 sports and more than 7 types of musical instruments and were involved in over 200 student clubs and activities.
• Experimenters attended a wide range of both public and private schools. Groups contained between 10 and 16 students. The average group size was 14.
• During the summer, Experimenters spoke, in addition to English, Chinese (Cantonese and Mandarin), French, German, Italian, Japanese, Kiswahili, Korean, Mongolian, Moroccan Arabic, Setswana, Spanish, Thai, and Xhosa.
• Experimenters and Experiment group leaders contributed more than 250 hours of community service.
• Experimenters lived with 507 different homestay families.

GROUP LEADERS
Your Experiment group will be accompanied by two trained adult leaders who are selected because of their extensive experience living abroad and working with youth. Your leaders are also selected based on their competency in the culture of the region and (depending on the program needs) the language of the host culture.

Your group leaders are your BEST resource on program. If you have questions, concerns, need medical care, want to share a victory, are feeling homesick, or are excited about something, they are the first place you should turn. They are your leader, your advocate, your coach, and your support on this journey.

Before departure, your leaders will participate in a week-long training that prepares them to implement successful programs. On program, your leaders will keep in close contact with our in-country partners, communicate with the U.S. Experiment office, conduct group excursions, guide your group through discussions of your experiences, respond to emergency situations, and facilitate group dynamics.

Your group leaders will do their best to maximize the well-being of all Experimenters, so your group will have a meaningful and memorable learning experience. Throughout the program, your leaders work with you to increase your knowledge of your host country and culture; develop your communication skills; cultivate new attitudes and awareness; and explore the program theme. At the end of the program, your leaders will help you to evaluate your experiences and consider how you can integrate what they learned about themselves and the world into their lives moving forward.

PREPARING FOR YOUR EXPERIMENT EXPERIENCE

This section of the handbook will cover Essential Participation Expectations, travel logistics, and topics to help you prepare for your travel. After certain topics there will also be a “Things to Consider” and “Things to Do” section or an activity or two. These “Things to Consider” and activity sections are to help you think through the reality of life on program, and to help you prepare for a cross-cultural, immersive, experiential, transformative summer!

ESSENTIAL PARTICIPATION EXPECTATIONS
Read the Essential Participation Expectations document here.

PACKING AND TRAVEL LOGISTICS

Luggage and Packing
Experimenters are limited to two pieces of luggage. This includes a carry-on. If you have more than two pieces of luggage, you will be required to send the excess home from the group meeting place at your expense. Past group leaders have recommended using a traditional hiking backpack as your main piece of luggage and bringing a daypack as your carry-on as these are useful to have throughout the program. Please check with the airlines (both domestic and international) for the most current luggage weight requirements, restrictions, and fees.

*You MUST be able to carry your own luggage up and down stairs and comfortably over a long distance. (Imagine running to catch a train or subway with your luggage. Could you do it by yourself?)

Detailed packing instructions specific to your country and program can be found on the website.
Prescription Medications
Make sure to keep any prescription medications or vitamins in their original containers, and bring a sufficient amount for the entire duration of your program, plus extra in case of travel delays. Bring a paper copy of your prescription from your doctor in case you lose your medication. Travel with all essential medications in your carry-on luggage. If you are diabetic and traveling with syringes, bring a certificate or letter from your doctor.

Rescue Medications
If you use any rescue medications and/or devices (i.e. medications intended for the immediate relief of serious symptoms like an EPI pen or albuterol inhaler) you must travel with one or more backup supplies of this medication or device. (e.g. A participant who uses an inhaler would travel with at least two inhalers, while a participant with a severe allergy might travel with several EPI pens.) Comparable therapies can be very difficult to obtain while traveling.

Other Medications
While you will not need an entire pharmacy, do bring the medication you normally use for minor ailments like body aches, upset stomach, bug bites, common cold, seasonal allergies, etc. A travel first aid kit from your local pharmacy is recommended. All medications should be in original packaging with the package insert if possible to avoid seizure at customs.

Toiletries and Sanitary Items
Please bring the toiletries and sanitary items you are accustomed to using. It is recommended to bring enough feminine hygiene products for the duration of the program. It is often difficult to find the items you are used to using while abroad.

Corrective Lenses
If you wear glasses or contact lenses, please bring extra pairs and extra contact cases, as these are often difficult to replace if lost. If you use contact solution to clean your lenses, bring plenty of the type you prefer as this can also be difficult to acquire abroad. Consider the program itinerary and activities when choosing appropriate eyewear.

Managing Your Belongings
Your actions, their impacts, and personal responsibility are magnified in group environments. On your Experiment program, you will be completely responsible for managing your belongings and packing your bags as you move from place. You will be moving between multiple locations throughout your Experiment program (e.g. orientation, homestay, excursions) and will thus be packing and unpacking your bag multiple times. Your host family—particularly younger host siblings—may be curious about your luggage and belongings.
Questions to Ask Yourself

- Have I ever lived in a shared space before?
- Am I someone who is very organized, or someone who tends to misplace things. How will this impact my group? Where can I support my group-mates and where might I need some help?
- Have I ever been completely responsible for my belongings while traveling before?
- Do I own anything that I would be sad about for more than one day it was lost or broken? Leave that thing at home.
- What do I really need?
- Could I run to catch a train by myself with my fully packed luggage? If the answer is no, you should consider what in your bags you can leave at home.

Things to Do

- Carry with you only what you need. This applies both to packing at home for the whole trip and packing day-to-day for excursions to museums, schools, etc.
- Create a personal packing list based on your program packing list at home. List the specific items you will be bringing and create multiple copies of the list to bring along for multiple times you will need to re-pack on program.
- Assign crucial items (e.g. passport, medications, glasses, etc.) to specific locations in your bag and always repack them in that location.
- Practice packing and unpacking your bag.
- Practice living out of your bag for a few days at home

TRAVEL

All Experiment programs officially begin and end at a specific airport. On the day of departure, you will be responsible for getting to your group’s meeting place five (5) hours before the scheduled departure of the group’s international flight. When everyone is present, you will check in as a group with your group leaders, who hold your international ticket. The program officially ends when the group returns to their gateway airport in the U.S.. Upon your return to the U.S., please allow four (4) hours between your international arrival and your domestic departure. It will be your responsibility to make arrangements beyond this point.

Programs to the following locations begin and end at the following airports:
- Europe and Africa: John F. Kennedy (JFK) International Airport (NY)
- Latin America: Miami International Airport
- Asia and the Pacific: Los Angeles International Airport or San Francisco International Airport
- United States: Begins in New York City, ends in Atlanta.

Any costs associated with transportation to airports where the program begins are your responsibility.

You will receive program-specific details regarding travel preparation. This information will include:
- your international flight itinerary (except for programs in Mexico and the United States);
- information about your group’s meeting time and place;
- information necessary to arrange domestic transportation;
- general travel recommendations, information, and newly established protocols for Americans traveling abroad.

If you received financial assistance from The Experiment you are required to travel internationally with your group. The Experiment will contact all participants as soon as our summer travel itineraries have been finalized. If you have any questions about international group travel, please contact Admissions at info@experiment.org. There is a $250 inconvenience fee for traveling independently from the group.
Things to Consider

- International travel, especially for the first time, can be understandably daunting.
- The Experiment Team is available to support you throughout your travel experience, on-call as you make your way to the group meeting location (call 1-802-251-1700), and through the Group Leaders once you join the group.
- Careful preparation on your part will make your travel go smoothly and help us support you quickly and efficiently if you need it.

Things to Do

- Make a travel-day checklist to account for all things you need to do that day and all the documents you need to carry.
- Leave copies of all travel documents (e.g. passport, visa, vaccination certificates, etc.) at home in case of loss or other problems.
- Program The Experiment on-call number (1-802-251-1700) into your phone and write it on a slip of paper which you keep with your passport or wallet.
- Practice with your luggage and carry-on to determine the best way of accessing the travel documents you will need to display in the airport easily.
- Review the layouts of any domestic airports you will be transiting to familiarize yourself with routes you will need to take.

MONEY AND COMMUNICATIONS

Spending Money

We recommend that you bring $300 to $800. Make your decision regarding how much spending money to bring based on the following: the economy of the country of your program, the length of your program, and, ultimately, your personal spending ability.

How should I bring my spending money?

We recommend bringing $100 in cash for times when ATMs may not be available. ATM cards with individual pin numbers from your bank are the most common way to access money while abroad. If possible, acquire a "chip and PIN" card from your bank. Please check your program-specific Personal Funds Abroad document and our website for additional information on recommendations relating to your country.
PERSONAL FINANCE

Things to Consider
Your Experiment program covers all the necessities of food and accommodation. Proactive communication with your bank is the best way to prepare for smooth experiences with a debit card abroad. Your trip is several weeks in length and involves multiple destinations! Bear this in mind when you budget and when you are spending. Personal finances are personal. Be aware that financial availability and accessibility will be different for every member of your Experiment group. Keep this in mind not only when discussing funds, but also when spending them.

Things to Do
- Consult the Personal Funds Abroad resources provided by The Experiment.
- Contact your bank to set up a debit card for your trip or to place a travel notice on any accounts you will be using while abroad.
- Practice using a money belt.
- Do not carry large amounts of cash while on program.

Activities
- Have a family discussion around personal finances and create a budget plan for your trip. What do the adults in your life expect from you around money on this trip? What are your family values around money? Ask them to help you set realistic expectations, and a budget.
- You may want to bring gifts or souvenirs or gifts back for family and friends, consider what would be meaningful to the people in your life so you are not tempted to buy the first items you see in a local market. Make a list of the most important people you may want to bring a gift back to and what they would appreciate.
- Research exchange rates to get a sense of how much local currency you should expect to receive. Research the denominations of currency in your host country to get a sense of what bills or coins you should be getting as change when you make a transaction. What does the money look like? Is it mostly coins or bills? What color is it? Who is on the currency? Find out the answers to these questions:
  - The name of the money where I am going is ________.
  - One U.S. dollar equals ___________ in the host country.
  - Twenty U.S. dollars equals ___________ in the host country.
  - Now, come up with a way for you to figure out the conversion if you don’t have a calculator handy.
- Practice budgeting and monitoring how much you spend (and on what) in your daily life at home.

Communication
We often tell Experimenters that each time we call home or log into social media it’s as if you have gotten back on a plane and gone home during that time. We have also found over the years that too much contact with your friends or family members back home in can actually increase stress for Experimenters. Of course, we know it is important for you to find time to connect with family and friends back home. In this section we hope to help you and the important people in your life figure out the most realistic and appropriate ways for that to happen.

It is very likely that at some point on the trip you will experience homesickness. We also find that if you are struggling with adjustments to the local customs, reminders of home can make things harder. While you are on program, your group leaders and in-country staff are ready and willing to help participants with any problems or issues that come up. If you are feeling homesick reach out to a fellow Experimenter or your group leader. You are part of a community on The Experiment, let them support you in these moments.

We recommend that, before departure, you sit down with your family to discuss the most comfortable and appropriate communication strategy (e.g., by emailing and/or phoning a specific number of times a week). Our recommendation for a reasonable amount of calls home is once a week, to accommodate busy schedules and to minimize homesickness.
Please share this with the important people in your life: family and friends should know that orientation and the first few days of program is a very busy time and it will be difficult for you to find time to call or email home. The Experiment office in Vermont will email each family soon after each group’s arrival in the host country.

In addition, some rural excursions do not have access to internet and there will be areas where cell phone reception is minimal. Expect to communicate less during this period.

In our experience, the best and most reliable way to contact the U.S. while abroad is through web-based communication such as: email, Skype, WhatsApp, iMessage, Facebook messenger, etc. These tools do not require an international phone plan, simply a wifi connection, which will be available to you periodically though out the trip. We highly discourage you from purchasing an international cell phone plan. In our experience, international cell phone plans are expensive, unreliable, and phones are likely to be lost or stolen. If you feel it’s necessary to have service, you can contact your long-distance phone provider to see if they have an international calling plan.
COMMUNICATION TECHNOLOGIES
While on your Experiment program, you may or may not have access to communication technologies (smart phone, tablet, etc.) you use at home and the comfort and connectivity these can provide. Technology like smartphones provide us with a constant source of stimulation and reward and can lead to challenges with impulse control and addictive behaviors. If your program is in a place where wifi is readily available your ability to be on social media may inhibit your groups dynamic, could make getting to know your host family challenging, and may increase feelings of homesickness. Leaders will sometimes say “We want you to be here while you are here.” Constant connectivity to home can truly take you out of your Experiment experience.

Questions to Ask Yourself:
- When I am feeling excited, stressed, bored, etc. do I automatically reach for my phone to let someone know about it, play games, or browse?
- Am I able to go to sleep at night without your phone close by?
- How important is it for me to be up-to-date on what friends and family are doing via social media?
- How do I feel when I misplace my phone or do not have service?

Things to Do
- Work with your family to make a communication plan outlining how and how often you will communicate with home. The Experiment Team recommends once a week as a good option.
- Let your friends know you will not be as available or present on social media while you are away.
- Get prints made of special photos of your family and friends from home to share with your host family and fellow Experimenters
- Start wearing a watch or have a time piece that is not your phone. Checking the time is a very easy way to get sucked back into devices. Also, you never know when your battery might die and you are unable to charge it.

Activities:
- Start practicing spending some time without your device or social media. Think through your daily schedule, is checking your phone the first thing you do in the morning? Try not looking at it until after you eat breakfast or have a shower. Are you someone who rides a bus or train to school? Try not using your device during that time for a week. Start to increase your time not using the device and decrease your reliance on it. Could you go from 8am to 9pm without using social media? Could you go 24 hours without a phone? What about a week?
  o Pay attention to how you feel while you are not using your device. How does it feel? Did you notice any physical habits around checking your device? Are you more relaxed? Are you more anxious? Some people feel a sense of relief not looking at devices or social media for a while.
  o What else are you doing with that time? Are you finding other ways to connect with people? Have you noticed anything new about yourself, your patterns, or how you interact with people?
  o What is a goal you can set for yourself around devices while you are on program?
- Practice going to bed at night without your phone. Try using this time to think about your day. Consider starting to practice journaling. Journaling is a very useful tool when traveling. It helps you think about the experiences you are having each day, and serves as a memory box when you get home. Get used to using a different time piece (watch or travel clock) as an alarm.
- Collect addresses to send postcards or letters. (Everyone loves getting mail with an international stamp on it!)

On program, invest in your group and in being present in the experience:
- Think about leaving your phone at home entirely or if you do bring one, leave on airplane mode: you’ll still be able to take amazing pictures!
- Bring a camera that isn’t your phone or art supplies (e.g. sketching pencils, watercolors, etc.) to capture your memories.
- Write what you would text or post on a post card instead.
- Create a group agreement around intentional presence and technology use on program when your group is developing norms.
WHERE AND HOW TO FIND SUPPORT ON PROGRAM

As an Experimenter, your wellness and success on program are your responsibility, but you never need to shoulder that responsibility alone. Your group leaders, fellow Experimenters, host families, The Experiment staff, as well as family and mentors at home are all engaged in supporting your experience in different way. In many ways this handbook is a starting point for your ownership of your wellness and for great conversations with your support network before, during, and after program.

Remember that Experimenters and families can reach The Experiment Team at 1-800-345-2929 before the program and 1-802-251-1700 during the program. Our Admissions (before program departure) and On-Call (during program) Teams are here to answer your questions and address your concerns. As we have mentioned, and will likely mention again, your group leaders are your first line of support while you are on The Experiment. Your group leaders and the in-country staff will be the closes and best resourced to help you manage the social, emotional, and physical challenges you may encounter.

PROACTIVE COMMUNICATION

Things to Consider
• The Experiment is best able to support your wellness on program if we have thorough information regarding your physical and mental health, anticipated challenges, and expectations before you depart for program.
• It is far easier to change a plan than to make a plan: Wellness Plans are an appropriate tool for participants and families interested in structuring their approach to participant wellness on program.
• While you are on program, group leaders should be your first point of communication for any concern or question.
• If you call home with a concern while on program before communicating with a Group Leader, families then call staff at The Experiment Office, who in turn call your Group Leader. Help us close this loop by communicating directly with your group leaders as a first step.
• For Experimenters: Your group leaders will set clear expectations for how and when to communicate with them while you are on program (e.g. check-ins with the group, individual check-ins, homestay visits, etc.).
• For Families: While your Experimenter is on program, you will not be able to communicate directly with group leaders; this can be a distraction from the leaders’ focus on the group. Please contact The Experiment Team directly at 1-802-251-1700.

Things to Do
• Reach out to The Experiment with any concerns prior to your program. (1-800-345-2929)
• For Experimenters: While on program, if you are in doubt about anything at all, communicate with your group leaders.
• For Families: While your Experimenter is on program, reach out to The Experiment Team with any updates, questions, or concerns at 1-802-251-1700.
• For Families: While your Experimenter is on program, follow along with our blog!

SELF-ADVOCACY

Things to Consider
• Only you can know how you feel or what you are experiencing.
• Health concerns and situational challenges are often easiest to address when they are new or small—a great reason to communicate with your group leaders early and often.
• Your host family is also an excellent resource for support, even if communicating you needs across language hurdles and new relationships may seem daunting. Respect and compassion between you and your host family will ultimately result in stronger bonds and a more meaningful homestay experience.
• As a part of your Experiment group, your needs are closely connected with the needs of the entire group.

Questions to Ask Yourself
• Are there situations at home or in school in which I communicate my needs or advocate for myself?
• Do I find it easy or challenging to advocate for myself?
PREPARING TO TRAVEL AND LEARN

The Experiment’s Founding Philosophy:

- Go to learn, not to teach.
- Expect the unexpected.
- Turn a crisis into an adventure.
- Learn to live together by living together.
- Be quick to observe, slow to judge.

A NEW WAY TO LEARN

The Experiment Learning Goals:

The Experiment’s educational philosophy and approach for all our programs is immersive, experiential, and student-centered. All programs are meant to nurture your growth and have a shared set of learning goals. These learning goals are a seamless part of your experience, you will likely accomplish these goals, and many others, without even realizing it. It is often only when we look back at our journey and experience that we realize how much we have gained.

The important thing to remember is that having an experience for the sake of the experience, though awesome, will not be as meaningful if we don’t take the time to think about and reflect on what you have experienced. It is very likely that this reflection, sometimes called “processing” will become second nature to you. Your group leaders will also help you and your group process your experiences through out the program.

During your time with the Experiment, we hope that you will:

- Explore a new country through hands-on experience.
- Connect and engage meaningfully with another culture.
- Deepen consciousness toward critical global issues shaping the host country as well as communities back home.
- Cultivate empathy and harmony across ethnic, religious, and national communities while on the program and back home.
- Develop leadership, teamwork, cross-cultural competence, language acquisition, and communication and problem-solving skills.
- Grow personally to become a confident and accountable leader.

Experiential Learning:

This seamless, and almost invisible, process of learning is called “experiential learning.” In short, experiential learning is the process of learning by doing. You will have an experience (a conversation, a group activity, cook a meal with your host family, use public transportation in a new country) and then you will take a moment to think about what you learned from that experience. There are four steps to experiential learning.

1. **The Experience.** Trying something new, doing an activity, having a conversation, experiencing a moment in time.
2. **Reflection.** You will ask and answer questions like: What happened in that moment? How did that feel? What did I notice? What did that make me think about?
3. **Analysis.** What does this mean? What can I learn from this? What does this make me think about back home? Does this connect to other things I’ve learned about?
4. **Application.** In this last stage you will consider how you will use this new information. How can I use this at home? How would I like to have that conversation differently? How will this change my interaction with my host family? What more do I want to know about this?

A very simple way to remember this cycle is to ask “What, so what, now what?” What happened, what does it mean, and how will I use this information. Use the activity below as a “practice round” for experiential learning. Again, your group leaders will all be trained on this type of learning, and will support you and your group as you process your Experiment experience.
Take some time now to think about an experience you have had recently.

**What**: What happened? How did it feel in my mind, in my body? Was I proud, embarrassed, frustrated, filled with joy?

**So what**: What does it mean? Why is this important? If I were to do it again, what would I do differently? What can I learn from this experience? Is there a quote, poem or metaphor that relates to this?

**Now what**: What will I do now that I have a new perspective on this? How will I use this information? What is different now than before I started reflecting on this experience? What will I do next time?

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### CULTURAL ADJUSTMENT

You will soon be immersed in your Experiment program, and you are probably wondering how you will adapt to your new environment. After 85 years of sending Experimenters abroad, we have observed a predictable five-step cultural-adjustment curve that occurs in most cases:

- **Initial Excitement** – honeymoon phase
- **Culture Shock** – stress of initial adjustment
- **Surface Adjustment** - coming to terms with differences
- **Unresolved Issues** - recognizing certain deeper adjustment/integration issues
- **Feeling at Home** – attaining a level of comfort and acceptance

During the "honeymoon phase," which usually occurs during orientation, everything is new and exciting. Once the homestay begins, you experience an initial culture shock. When meeting your host family for the first time and facing cultural differences, you may have questions about how to relate to their new environment. Fortunately, this period is short-lived, and soon you will make a surface adjustment—the unknowns begin to make sense. Generally, this surface adjustment is followed by a slight downward curve where minor challenges with your host family and group may surface. Finally, all the varied emotional ups and downs are replaced by a sense of feeling at home. You may now accept your new culture as just another way of living—accepting and understanding the differences.

If you are feeling challenged at any point during your program, we encourage you to reach out to your group leaders for advice, reassurance, or support.
IDENTITY WHILE ABROAD:

Experimenter are high school students of different races, religions, sexual orientations, physical abilities, and socioeconomic backgrounds. The Experiment actively seeks to engage and enroll participants from a diverse array of backgrounds—from across the U.S. and abroad. Experiment groups represent a range of backgrounds: small towns and large cities; urban and rural areas; and public, private, and home-school educational experiences.

In navigating our varying experiences when traveling or living abroad, it is important to recognize the role of identity in shaping those experiences. Some of the most common social identities include race, ethnicity, sexual orientation, gender identity, ability, religion/spirituality, nationality, and socioeconomic status. Experimenter abroad face a new cultural context that includes different historical and cultural understandings and lenses on social identities. Customs, laws, facilities, and social practices are likely different than in your home country. When traveling abroad, the various ways you identified yourself in your home country will have a different context. These definitions of your social identities may have changed in your host country, and you may encounter stereotypes, questions, and curiosity surrounding your identities.

Depending on where you go, you may be redefining or shaping what a U.S. American (or your salient nationality) is for some people, so it’s wise to prepare yourself for cultural and societal differences around identity. Aspects of your identity that feel salient in your home country may not feel as prominent in other countries or cultures. You may be surprised that in many countries, others perceive your most salient identity to be your national identity as opposed to other identities you hold. Or perhaps your salient identities feel magnified when abroad. Or maybe you will experienced a mix of both these experiences. What an individual feels and experiences may be different than how others perceive their identity and what the others doing the perceiving are feeling and experiencing. There are many layers to how you understand your own identity, how you understand others’ understanding of your identity, and how others understand or perceive your identity. This section is to help you get started in exploring these areas!

Some Experimenter may have the experience of being in the minority for the first time, whereas others experience may being a minority in now or different aspects of their identity. Furthermore, some may find themselves as part of the visible majority for the first time, yet their internal experience differs from their outward experience e.g. a Korean American student going to Korea and looking like they are a local. These experiences regarding identity look different for each Experimenter.

Experimenter should consider how they may be perceived in their host country, as their host country may have a different lens or understanding of social identities. Remember that your host country has a different context, culture, and history that we should respect as visitors. Exploring and understanding these differences will lead to greater cultural understanding and exchange.

“Remember that people are people. Your research may have told you about the pervasive attitudes of a region, but it can’t tell you about the personal ideologies of the people you will meet. Regardless of a country’s policies or social norms, you will always find individual exceptions. Approach each new relationship with no assumptions and you may be pleasantly surprised.” – GoAbroad.com

Preparing and familiarizing yourself with various issues that might impact your experience in your host country will help you to not only more smoothly integrate, it will deepen your understanding of your host country. We encourage you to learn as much as possible about the cultural, social, and political landscape in your destination site before you depart and to take advantage of the sample resources below.
To help with culture shock around social identity it is important to prepare yourself. Here are some suggestions on things to do prior to your program:

- Read about the host country's history, culture, laws, and demographics. If reading news articles, commentaries, or blogs, consider the lens through which the information was written
- Make use of online resources that offer advice, personal narratives, and other information for varying identities such as www.diversityabroad.com
- Reflect on your social identities and be open to them shifting and perhaps impacting you when traveling
- Consider the question: "When and how do I prioritize personal safety (physical, emotional, psychological) over cultural sensitivity (fitting in, not ruffling feathers, non-judgmental stances) when it comes to identity while abroad?"
- What barriers might you encounter with your identity and how will you overcome/manage them? How can your group leader support you?

Other Resources:
1. DiversityAbroad.com offers discussion forums, destination guides, student blogs, and a funding directory to assist students of diverse backgrounds.
3. https://www.miusa.org/ncde is an arm of Mobility International USA and a great resource for students with disabilities who want to study abroad. The website includes a database of disability organizations worldwide, tips for traveling with disabilities, free one-on-one consultations, and informational videos.
4. https://www.diversityabroad.com/guides/diversity-and-inclusion-abroad-guide/racial-ethnic-minority-students-abroad: good questions to ask and tips to have a successful study abroad experience
5. All Abroad.us Resources: useful information for African American, Hispanic, Native American and Asian/Pacific Islander students
8. https://theglobalaccessfiles.wordpress.com

PRE-DEPARTURE
If you are reading this, you are already winning at pre-departure preparation. Carefully reviewing this handbook, asking yourself the questions, and doing the activities is an excellent way plan for your trip. At this stage, make sure you are following the packing lists, practicing your language skills, learning to disconnect from your device, and have fun imagining the summer to come. Another excellent way to prepare is to think about why you wanted to come on The Experiment in the first place.

Activity:
Here are some questions for you to think about as you get ready to go abroad. If you plan to keep a journal (which we strongly advise) this would be a great first entry.

- Why do I want to go abroad?
- Imagine you couldn’t share a single picture or make a single social media post from your trip, what would you want to capture about your trip?
- What do I hope to learn while I'm on The Experiment? Are there ways I hope I will grow?
- How do I hope I will contribute to my group?
- What makes me the most nervous, and the most excited?
- Go back and read The Experiment learning goals. Is there one of these I really want focus on this summer?
- What other goals do I have for myself this summer?

During and after the trip you can check back in with these questions and answers. These answers can help you stay grounded and focused on what YOU wanted this summer to be about.
ORIENTATION

As soon as you land you will start exploring the host country and culture through fun, experiential activities. These activities involve meeting and interacting with people who live there and navigating select neighborhoods in small groups. With support and guidance from the leaders, you will start to explore your surroundings; and start experiencing the sights, sounds, and tastes of the country. You will also begin to increase your confidence and cultural knowledge from day one.

Another large focus of the orientation period is getting to know your group. Your group leader will organize activities so that you begin to get comfortable with each other. Your group leaders might also encourage you to consider your own backgrounds and any presumptions, ideas, and values you may be bringing with them as they engage with their host communities and the other members of the group. In the first day or two, your group will establish norms, or guidelines, for your group experience. These norms often come in the form of a “Group Constitution” that you and your group will create together.

Activity:
The questions below will help you prepare to be part of your Experiment group. Any time a group of people are together for a long time, especially when you are traveling, tensions will naturally arise. Tensions are normal, and absolutely expected, it’s how we manage these tensions that matter. These questions will ask you to think about group dynamics, and the role you can play in your group’s experience. By answering these questions, you will be ready to help your group write it’s constitution.

Think about a group, team, or club that you have been a part of….
What made that group successful or not so successful? What are challenges that groups can experience? What makes someone a positive participant in a group? What are things that take away from a positive group culture?

Now, think about your role in a group. Think about your friends, or a groups you work on school projects with…..
Is there a role you typically fall into? Do you like that role? What is great about how you work in group? What is an area where you could grow in terms of group work?

Finally, consider how do you want to be with your Experiment group this summer?
What do you hope your group will be like? How can you contribute to it being what you hope for?
**HOMESTAY**

Nothing inspires nervousness in both Experimenters and the adults in your life quite like the homestay. The homestay is often the most rewarding part of your Experiment experience, it is also often the most challenging. These two—the reward and the challenge—go hand in hand. The homestay has been the cornerstone of The Experiment for more than 85 years. Living with a host family leads to deeply meaningful cultural immersion and allows you to better understand and experience the host country. It is through the homestay that you can transition from visitors of the host country to fully immersed participants.

The group leaders and in-country staff will have an orientation specifically around the homestay. During this orientation you will learn more about what to expect, you might review scenarios to help you prepare, and you will have a chance to ask any questions you might have about the homestay.

It is likely you will experience homesickness during the homestay, you may even find you are “homesick” for your Experiment group. The first few days of the homestay can be challenging as you adjust to a new schedule and family life. You will experience highs and lows during the homestay, this is normal and to be expected. Please know that the group leaders and your fellow Experimenters are there to support you throughout this process of adjustment. Additionally, we have found that less communication with home will help you to adjust and be fully present during the homestay. It also helps to remember that your host family is likely as nervous to meet you as you are to meet them.

Homestay representatives are currently arranging homestay placements. To find the best possible match, these placements often take time. Thus, final placements are not usually confirmed until mid-to-late June. After you have departed for your program, we will send you and the adults in your life the name and address of the host family that you will be staying with during the program.

**Activity:**

Imagine you have been invited over to a friend’s house for dinner and to stay the night. Maybe this friend has the same cultural identity as you, maybe not, you can decide, but it should be a real person you know, a real friend.

Now, imagine walking into their house for the first time. How do you know the answers to the following questions?

- What should you call the adults? First name, last name?
- Do you take your shoes off or keep them on?
- Where do you put your things?
- How are you expected to behave in this house?
- You are hungry, do you wait to be offered food, or is it acceptable to ask for some, or are you expected to know to help yourself?

Did you know the answer to all those questions? Likely not. Likely, even in the first five minutes of your friend’s house, you will have questions you won’t know the answer to. It is very normal when entering someone home for the first time, to be nervous. How do you find the answers to the questions above? You observe, and you ask. Observing and asking will be key components to success in your homestay. No one expects you to know the answers.

Imagine someone you never met before is coming to stay at your house. How would you feel? What questions would you be asking yourself? (Will they like my house? Will they like me? Will they feel comfortable here? How will I know if they need something?) These are the questions and concerns your host family have before you arrive. They want you to like them as much as you want them to like you.

**Questions to prepare for homestay:**

- How would you want a host sibling to introduce themselves? How would you like to introduce yourself to your family?
- What activities would you like to do with your host family?
- What would you do if the family doesn’t immediately initiate an activity? How can you help “break the ice?”
- What activities would you like to share with the family?
- Do you know games you can play that don’t need shared language? (tic-tac-toe, chess, connect-the-dots, etc.)
- How are you feeling about the homestay in general?
THEMATIC EXPLORATION
Every Experiment program has a theme. Do you know what your program’s theme is? Throughout your trip, you will have site visits, meet with experts on your topic, visit regions or areas of relevance to your theme, and on some programs have related community service. Thematic workshops, discussions, and trainings are provided throughout the program to provide a foundation for understanding how the theme plays out in a social, economic, political, and cultural context. You will explore and begin to understand the current opportunities and challenges facing the country, through this critical lens.

During the thematic exploration we hope you will:
• Search for and share new information about the country with group members in order to understand the topic you are learning about.
• Engage with local community organizations by asking questions.
• Take advantage of opportunities to stretch beyond your comfort zone and use courage to try new things or approach something that has been difficult for you.
• Reflect on activities and site visits in order to identify what they you have learned.
• Make connections with your own home communities.

REFLECTION AND RE-ENTRY:
Remember back to the “A new way to learn” section of this handbook. In that section you learned about experiential learning. Our programs are designed specifically and carefully with that process in mind. This is why you will spend some part of your last days on program in the “Reflection and Re-entry” stage.

Activity:
Copy these questions down and bring them with you. As you get towards the end of your trip, these questions will help you think about your Experiment program, and prepare to return home.

Questions to ask yourself as you get ready to go home:
• What was your favorite memory?
• What was your most meaningful memory?
• What was the hardest part about being in a new place?
• What do you think the hardest part of returning home will be?
• What, or who, are you SO excited to return home to?
• What will you miss the most?
• What are you afraid of?
• What is something you learned that you will share with others?
• What new practices from this program will you continue when home?
• How can you share your experience in 2 minutes, 5 minutes, 10 minutes?
• How can you keep connected to your new friends? Do you have a plan in place?
REVERSE CULTURE SHOCK:
When a person returns to their home community, they often go through a cultural adjustment process. This experience, called “reverse culture shock” is a period of readjustment to home life. During reverse culture shock, deep learning about yourself, your community, and your experience can happen. Much like there are ups and downs to cultural adjustment, there are ups and downs in your experience coming home. You may be so excited to see your friends and eat your favorite foods, and you might be “homesick” for your Experiment group, or feel that people around you just don’t understand how you have changed over the summer.

There are typically four stages to reverse culture shock:
1. Arrival
2. Reverse Culture Shock
3. Recovery
4. Adaptation

Essentially, you arrive home and you are relieved and excited to be back in a place you know. Then you start to notice new things about your home, your community, your country. You start to consider new aspects of your life at home that you had not previously noticed, for example, how many choices a particular item are available in the grocery store, or the different “norms” around public spaces. Then in the adjustment stage you start re-incorporating what you learned and saw abroad into your day-to-day life. Maybe you keep the routine of espresso with breakfast, or you eat breakfast everyday where before you would just run out the door to school. Maybe you find a way to keep practicing your Spanish skills, or you share about your time in Mongolia with friends at school. What felt “abnormal” about life back at home starts to recalibrate and you get used to your “new normal.” with your new perspectives on yourself and the world, this is the adaptation phase.

Feeling “out of sorts” is a very normal experience upon returning home from an immersive international experience. You may find you need extra sleep for a few days, and your mood may be a little unpredictable. We suggest that you are gentle with yourself and allow time for this adjustment to happen. Past Experimenters have shared that keeping in touch with their group, sharing their stories from their time abroad, and re-reading their travel journal, and attending an online or in-person “Welcome Back” event with The Experiment are all activities that helped with their cultural re-adjustment.

There are many study abroad resources available online to help support your re-adjustment to life back at home:
STAYING IN TOUCH WITH THE EXPERIMENT AND WORLD LEARNING

When you return, you may notice a difference in your thinking and perspective. We encourage you to share your story with family members and friends. We have learned that when Experimenters reflect on and communicate what they’ve learned, their experience returning home becomes easier. We also invite you to share photos with us. If you would like advice on sharing your story after the program, please let us know.

After the program, you will also be invited to participate in The Experiment’s re-entry workshops this fall, both in person (select areas) and online. At these workshops, you and your family will have the opportunity to share your experiences with other Experimenters, leaders, and staff members, as well as brainstorm ways to bring your experiences back to your everyday life at home.

We want to give you the opportunity to continue to develop your connections at home. Their participation in The Experiment opens up a network of over 100,000 World Learning alumni from over 140 countries!

The World Learning alumni network is an 85+ year old resource for continual learning and global networking. For example, did you know that the World Learning family includes:

World Learning: Impacting people in more than 150 countries, World Learning is a global nonprofit working to create a more peaceful and just world through education, sustainable development, and exchange.

SIT Study Abroad: Providing more than 80 immersive summer and semester-long study abroad programs for undergraduates on seven continents. Providing more than 80 immersive summer and semester-long study abroad programs for undergraduates on seven continents.

SIT Graduate Institute: Experiential and global master’s degree programs focused on some of the world’s most pressing issues.

One thing these programs all have in common is the development of future leaders. As a member of the World Learning family, you are now eligible for The Advancing Leaders Fellowship. This program trains emerging leaders to make real change in their communities through social innovation. Fellows are selected through a competitive application process and have an opportunity to receive funding for their community projects. As an Experimenter, you are now an alum of the World Learning family. We hope that you will consider one of our other international programs in the future.
GUIDELINES AND POLICIES

These guidelines and policies have been developed based on our experience with World Learning programs through the years. We always keep in mind Experimenters' welfare, families expectations of the program, and our educational goals. We expect Experimenters to adhere to these guidelines. Your group leaders may modify these guidelines in order to adapt to elements of the host culture or for special circumstances.

During orientation, when you and your group, and possibly other Experiment groups, are at a hotel or hostel:
- The group leaders and any in-country staff establish policies and guidelines in keeping with the host culture.

During the homestay, language study, and/or thematic component:
- Policies and guidelines are set by the host family, in-country staff, and group leaders, and will be in keeping with the laws of the host country.

During city stays, trips/excursions, and other times in public accommodations:
- During the day, Experimenters must be in a group of three or more at all times.
- During evening hours, students must be with a group leader. (The group leader may set a curfew if they feel a particular situation warrants doing so.)

GENERAL RULES

Experimenters are responsible for their own behavior.

The Experiment's Essential Participation Expectations and the Conditions of Participation have been established for Experimenters and are appropriate for your summer experience. However, your conduct must be consistent with and respectful of what is expected by host families and others in the program's host country.

The Experiment group itself is multicultural, so each member's conduct must be sensitive to and respectful of all others in the group. Experimenters' conduct must reflect favorably on World Learning as an international educational organization, which has emphasized cross-cultural awareness, sensitivity, and respect around the world for more than 85 years.

The following activities are prohibited for reasons relating to safety, health, and legal liability: hitchhiking, surfing, driving any motorized vehicle, parachuting, bungee jumping, hang-gliding, riding in private airplanes, rock climbing, base jumping, bridge/cliff jumping, branding, tattooing, surfing and scuba diving. World Learning prohibits Experimenters from participating in, attending, or otherwise engaging in political protests, rallies, demonstrations, or acts of civil disobedience at any time while on the program. Experimenters may not use any alcohol or drugs of any kind, including smoking (tobacco, vaping, hookah, etc.). Experimenters may not operate or ride on any two-wheeled motor driven vehicle (e.g., motorcycle, moped, motorized or electric scooter, motorcycle taxi, etc.) or other kinds of recreational motorized transports, except where the transportation is operated by a third-party service provider engaged by The Experiment for group activities. In addition, Experimenters are not permitted to engage in any and all challenges, games, dares, etc. which could be dangerous to health and safety, including but not limited to food or beverage consumption challenges like the cinnamon and similar challenges, asphyxiation games like the choking game or pass-out challenge, and escalating truth or dare scenarios like the blue whale challenge. Engaging in these behaviors may lead to dismissal from the program. Please also see the Conditions of Participation that follows and refer to the Essential Participation Expectations in this handbook for more on the subject of inappropriate behavior that could lead to dismissal.
THE EXPERIMENT’S CONDITIONS OF PARTICIPATION AND PROCEDURES

While enrolled in any Experiment program, you are, at all times, representatives of the United States or your home country, and The Experiment, and you must abide by the following Conditions of Participation and all other policies for the duration of the program. As a result, anyone enrolled in the program who engages in conduct unbecoming an Experimenter will be violating this code and will be subject to appropriate review and disciplinary sanctions, up to and including dismissal from the program.

Experimenter and their families must acknowledge and accept that The Experiment has the authority, at all times, to establish rules of conduct necessary for the operation of the program, which includes Experimenters’ free time. You must also agree to accept the disciplinary action deemed appropriate by The Experiment, which may include dismissal from the program.

The Experiment follows a policy of progressive discipline including, but not limited to: verbal warnings, revoking privileges, phone/email correspondence with families, written behavior contracts, and dismissal from program. The Experiment has zero tolerance for illegal and/or unprescribed drugs. In the event of use of illegal and/or unprescribed drugs, an Experimenter will be dismissed from the program.
2019 CONDITIONS OF PARTICIPATION

We, the undersigned, have agreed that the participant set forth below ("Participant") shall participate in the Experiment in International Living program identified below ("Program"), offered by World Learning Inc. ("World Learning") through its program The Experiment in International Living ("The Experiment"). In consideration of World Learning's agreement to permit the Participant to participate in the Program, we hereby agree to the following Conditions of Participation ("Conditions"): 

SERVICES

The program begins when the Participant joins the Experiment group and ends when the group disbands for travel home, with some post-program activities expected as noted in the Program description.

Program fees cover all scheduled program expenses from the designated Program starting time until the conclusion of the Program as follows: (a) in-country travel costs during the Program (except as otherwise noted below); (b) food and lodging; (c) incidental expenses, such as entrance fees for a limited number of scheduled group activities; (d) orientation and, if applicable, other thematic components; (e) costs related to the group leader; (f) health and accident insurance and lost baggage/personal effects insurance; and (g) administrative costs. Program fees do not cover other Participant expenses including (but not limited to): (a) international and domestic transportation to the designated Program starting place and from the stated Program ending place; (b) food and lodging prior to the designated Program starting time or after the stated conclusion of the Program; (c) any additional costs for alternate transportation requested by the Participant that differs from that scheduled by World Learning as an element of the Program; (d) any additional transportation costs involved in traveling to or returning from any optional travel/activities; (e) fees for passports; (f) any required or recommended immunizations; and (g) expenses involving tips, laundry, telephone calls, postage, gifts, and beverages not a customary part of meals. Fees, itineraries, sample host communities, and sample activities published in our catalog, on our website, and on all informational materials are based on our best information at the time of publication. As The Experiment in International Living is always looking to improve the quality and safety of programs and to take advantage of new opportunities all program related information is subject to change in The Experiment’s sole discretion.
PAYMENTS & FEES
In order to be considered for an Experiment program, participants must complete their application and submit the $50 nonrefundable application fee. A $400 nonrefundable enrollment deposit must be received before enrollment can be confirmed. There is a $250 inconvenience fee for not taking the group flight arranged by The Experiment. (The Experiment’s Mexico and U.S. based programs do not have a group international flight, so this fee is not applicable to students enrolled in those programs.) All payments are due within five days upon receipt of invoice or May 30, whichever is earlier.

Fee payment may be made by personal check or money order, payable to World Learning, or by use of VISA or MasterCard. There is a $500 rush fee for students who enroll after May 1. (The Experiment’s group flight is not guaranteed for students who enroll after May 1. If The Experiment’s group flight is unavailable, the $250 inconvenience fee will be waived.) Any participant who has not paid in full and submitted all required forms by June 5th may be removed from the program and subject to penalties according to the cancellation fee schedule, including international airfare.

Parents and Participants must reimburse the Experiment for any health-related or other expenses paid by the Experiment on the Participant’s behalf.

Complete health forms (all parts) are due per the published deadlines noted below. Late submitted forms may preclude participation in the Program. Participants who submit late medical forms after the published deadline are subject to a $250 late fee:

<table>
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<tr>
<th>Date of Confirmed Admission:</th>
<th>Complete Health Forms Due:</th>
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<tbody>
<tr>
<td>Before October 31</td>
<td>December 1</td>
</tr>
<tr>
<td>November 1 – November 30</td>
<td>January 1</td>
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<tr>
<td>December 1 – December 31</td>
<td>February 1</td>
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<td>April 1 – May 1</td>
<td>May 15</td>
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<tr>
<td>May 1 – May 15</td>
<td>May 20</td>
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<tr>
<td>After May 15</td>
<td>Within 5 business days, no later than June 1</td>
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WITHDRAWAL
World Learning makes firm commitments to local service providers on behalf of participants well in advance of program starting dates. Therefore, cancellation fees are required in the event of any withdrawal by the applicant for any reason, including health-related reasons or lack of medical clearance. The Experiment provides optional pre-departure tuition protection at an additional cost, which may provide a partial or full refund in the event of a withdrawal up to 72 hours prior to program departure.

Withdrawals must be in writing and signed by the Participant and the Participant’s parent/guardian, if the Participant is under 18 years of age.
Withdrawal refunds will be made subject to the cancellation fee schedule below. In all cases, the $50 application fee and $400 enrollment deposit are non-refundable:

<table>
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<tr>
<th>WRITTEN WITHDRAWAL NOTICE</th>
<th>CANCELLATION FEE</th>
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<tbody>
<tr>
<td>Received in Vermont</td>
<td></td>
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<tr>
<td>Before April 20</td>
<td>NO Penalty</td>
</tr>
<tr>
<td>Between April 21 and May 20</td>
<td>40% of program fee plus cost of group international flight</td>
</tr>
<tr>
<td>After May 20</td>
<td>100% of the program fee plus cost of group international flight</td>
</tr>
</tbody>
</table>

If a participant is dismissed or sent home due to behavior issues or for violation of our program restrictions, no refund will be given. In addition, all costs incurred in relation to a behavior issue or other violation are the responsibility of the parent/guardian and/or the sponsoring organization.

All refund determinations will be made after the conclusion of the Program. NO REFUNDS will be given in cases of an involuntary withdrawal or dismissal by World Learning from a Program for reasons outlined in these Conditions, for violations of these Conditions or any applicable Experiment policies, or for any behavior- or conduct-related reason.

PRE-DEPARTURE TUITION PROTECTION
Optional Tuition Protection provides families with flexibility to cancel enrollment until 72 hours prior to your first departure date for any reason, and receive a full refund of your program fees, excluding international airfare. For other cancelations and withdrawals see refund policy above. For more information and to register, visit [https://www.experiment.org/apply/tuition-protection/](https://www.experiment.org/apply/tuition-protection/)

PROGRAM CHANGES
The Experiment reserves the right to cancel, terminate, or alter a program in any way, including itinerary, activities, and excursions, at any time and for any reason, with or without notice. In the event of termination or cancellation, refund procedures shall follow those set forth in the herein.

TRAVEL ARRANGEMENTS
Participants are expected to use the transportation provided by World Learning between the ports of departure and return. In signing this form, the Participant and parents agree not to arrange, engage in, or encourage Participant’s personal or independent travel for any purpose not related to the Program, nor to arrange or encourage visits to the Participant by family or friends during the Program. Participants and parents/guardians agree that any expenses arising from any personal or independent travel of a Participant (or friends/family members) or any early return home, dismissal, or involuntary withdrawal from the Program, either alone or accompanied, are borne solely by the Participant and the undersigned.

AIR TRANSPORTATION
World Learning arranges scheduled air transportation through designated airlines or travel agents and has designated or will designate the times and ports of departure for all group transportation. For applicable programs, international group travel is arranged by The Experiment and is billed separately from the program fee.
Participants enrolled after May 1 are not guaranteed a seat on the group flight, however Experiment staff will work with its agents to arrange travel on the group ticket if possible. Participants enrolled after May 15 will be responsible for all their own travel arrangements, including domestic and international flights.

Any participant wishing to deviate from the group international travel must notify The Experiment by no later than May 1, and will incur the $250 inconvenience fee. (Participants who receive Experiment financial aid cannot travel independently from the group.) For health and safety reasons, participants wishing to travel independently to or from the Program site/host country must obtain approval and coordinate travel with The Experiment staff in advance, and Participants and parents/guardians assume all risks associated with any such independent travel to or from the Program.

World Learning, the agents selected by it, and the airlines reserve the right to cancel the air transportation arrangement or change dates, times, prices, and itinerary, and to make aircraft substitutions. In the event changes or substitutions are made by World Learning, its agents, or the airlines at any time prior to the Program date, the parties agree that World Learning is not responsible for the cost of airline tickets or any associated fees, including change fees or cancellation fees, and that those fees will be passed on and are the responsibility of the participant and the undersigned. Each Participant is solely responsible for any individually missed connections, and World Learning will be in no way liable for the cost of alternate transportation or for any consequential losses resulting from such missed connections or the Participant’s failure to use designated transportation.

HEALTH REVIEW AND VISA PROCEDURES
Participation is contingent upon the timely submission by Participant of Participant’s completed health forms, accommodations request, and review of same by World Learning’s designated physician(s). Health forms are due per the published deadlines as noted above. Participants who submit late health forms after the published deadline are subject to a $250 late fee. Late submitted forms may preclude participation in the program. Failure to disclose complete and accurate information on the health form may result in dismissal from the Program. Participants and parents/guardians assume any and all liability or costs of any kind related to incomplete or inaccurate health information and forms and treatment or handling of any undisclosed conditions. World Learning requires that all participants participating in Experiment in International Living programs show the Participant’s medical and psychological stability, as determined by World Learning, for no less than six months prior to the group’s departure date. Participant and parents/guardians hereby agree to inform World Learning of any changes in Participant’s stability or health condition at all times until the end of the Program, and failure to do so may result in dismissal from the Program. Parents/guardians and Participants assume responsibility for any costs associated with failure to disclose any and all relevant health information, and for the costs and expenses incurred in responding to or treating any medical condition of any kind while on the Program.
Participant and the undersigned parents/guardians agree that they are responsible for providing appropriate medications for any known health conditions and for any conditions that may arise during the Program, and also acknowledge that some medications (including EpiPens) may not be available in some countries. Where a needed medication is not available the Participant may be sent home for treatment or the undersigned will be responsible for and will bear the cost of acquiring and delivering medications in country. The Participant is responsible for complying with all visa procedures and deadlines as outlined by The Experiment. Failure to completely and properly comply with such procedures may result in withdrawal of an offer of admission and forfeiture of a space on the Program.

PROGRAM GROUP ACTIVITIES
Some Experiment programs include group activities which are only permitted as part of the Experiment Program activity. The Experiment may use third party vendors, activity operators, guides, and other service providers in connection with providing these Group Activities. Such group activities may include, but are not limited to: safari, sand surfing, sun exposure, biking, pedicabs, hiking, trekking, horseback riding, animal contact, rides or petting, ziplining, high ropes course, abseling/rappelling, kayaking, canoeing, pedal boats, boating, whitewater rafting, tubing, swimming, snorkeling, high elevations, camping, paintball, and other outdoor, sporting or play activities (“Group Activities”). In signing this form the Parent/guardian fully consents to the Participant engaging in any such Group Activities as part of the Experiment group. The Experiment’s water policy can be found in the Experimenter and Family Handbooks and at experiment.org.

PROGRAM RESTRICTIONS AND DISMISSAL
Participants are not allowed to engage in any of the activities described above as Group Activities except as part of the Program-sanctioned Group Activity. Engaging in Group Activities independently is grounds for dismissal. In addition, certain other activities are deemed potentially dangerous to individual safety and program integrity are not permitted and are grounds for dismissal. These include, but are not limited to: hitchhiking, surfing, driving any motorized vehicle, parachuting, bungee jumping, hang-gliding, riding in private airplanes, rock climbing, base jumping, bridge/cliff jumping, branding, tattooing, surfing and scuba diving. World Learning prohibits participants from participating in, attending, or otherwise engaging in political protests, rallies, demonstrations, or acts of civil disobedience at any time while on the Program. Participants may not use any alcohol or drugs of any kind, including smoking (tobacco, vaping, hookah, etc.). Participants may not operate or ride on any two-wheeled motor driven vehicle (e.g., motorcycle, moped, motorized or electric scooter, motorcycle taxi, etc.) or other kinds of recreational motorized transports, except where the transportation is operated by a third party service provider engaged by the Experiment for group activities. In addition, participants are not permitted to engage in any and all challenges, games, dares, etc. which could be dangerous to health and safety, including but not limited to food or beverage consumption challenges like the cinnamon and similar challenges, asphyxiation games like the choking game or pass-out challenge, and escalating truth or dare scenarios like the blue whale challenge.
The Experiment, in its sole discretion, reserves the right to dismiss any Participant for the following reasons:
• failure to participate fully in all program components;
• failure to observe published or articulated policies or procedures;
• failure to disclose material information requested by The Experiment (e.g., health information);
• any use or abuse of alcohol or unprescribed or illegal drugs; (The Experiment’s alcohol and drug policy can be found in our Experimenter and Family Handbooks and at experiment.org.)
• health conditions or circumstances that interfere with effective program participation or adversely impact the experience of fellow participants;
• failure to comply with the provisions of local country laws, regulations, and customs;
• or conduct that is, in the sole judgment of the World Learning, improper or offensive to the host community; or
• potentially detrimental to the health or safety of the Participant or other members of the Program, or inappropriate for the Program or for positive experiential learning in a cross-cultural environment.

The Experiment and its employees assume no responsibility whatsoever in connection with losses or other damages resulting from the above listed articles.

In the event of any of the aforementioned behavior, The Experiment will utilize progressive discipline including, but not limited to: verbal warnings, revoking privileges, phone/email correspondence with parents/guardians, written behavior contracts, and dismissal from program. The Experiment has zero tolerance for illegal and/or unprescribed drugs. In the event of use of illegal and/or unprescribed drugs, a participant will be dismissed from the program. In the event of dismissal for these reasons, no refund will be given. In no event shall World Learning or The Experiment be responsible for legal fees or costs or other expenses incurred by any Participant or parents/guardians for any reason.

Failure to comply with Program restrictions and other Experiment policies and procedures, whether or not resulting in dismissal, may preclude a Participant from participation in future Experiment study abroad programs.

ONLINE & SOCIAL MEDIA POLICY AGREEMENT
I/we understand The Experiment’s online and social media policy, as described on The Experiment website (https://www.experiment.org/apply/how-to-apply/) Failure to comply with this policy may result in program dismissal before or after the program has begun. In the event of dismissal for these reasons, no refund will be given. In no event shall World Learning or The Experiment be responsible for legal fees or costs or other expenses incurred by any Participant or parents/guardians for any reason.

INDEPENDENT TRAVEL
Independent travel during the Program is restricted and in most cases Participants will not be traveling independently from the Program. Independent travel is defined as travel within or outside of the Program country, conducted by a Participant, which is not part of a Program activity or approved activity, such as travel during periods of free time, including all travel with homestay families or in any applicable independent study period.
Violation of the independent travel policy may result in removal from the Program. Participants traveling independently following the close of a program, including for domestic travel home, assume total responsibility for themselves. World Learning, The Experiment, and its employees assume no liability for individuals once they are separated from the Program or on independent excursions or travel. Participants hereby assume any and all risks, known or unknown, and all costs and liability of any kind whatsoever for any independent travel during a Program.

A Participant who leaves the scheduled program at any time without prior written authorization from The Experiment may not be allowed to return to it at the discretion of The Experiment and may be withdrawn from the Program. The normal refund schedule will apply, and travel expenses incurred due to a premature return to the USA from abroad, either alone or accompanied, must be borne by the Participant and the undersigned.

IDENTIFICATION
All Participants must be prepared to present some form of numbered, positive identification that matches the name on the passenger manifest when boarding the aircraft. A passport or travel identity document must be shown for international travel. For domestic travel, a Social Security card, driver’s license, or other identification may be used.

FAMILY PLACEMENTS
World Learning’s programs seek to foster increased cross-cultural understanding in Participants by immersing them in cultures different from their own. World Learning homestays are based on daily life in a family and community. Participants are expected to assume roles as family members, respecting and following host family rules as well as World Learning rules and obeying all applicable community, local, state, and national standards of conduct, laws, and regulations. World Learning reserves the sole right to make host family placements. Placements are not restricted based on any local characteristics, such as regional accents or dialects, ethnic character of the community, types of industry, economy, or climate, etc.

INSURANCE
For the duration of its programs, World Learning provides Participants with emergency illness, accident, and lost baggage/personal effects insurance. Details of this coverage are specified in our illness and accident policy for U.S.-based participants traveling internationally here https://www.experiment.org/wp-content/uploads/2017/08/WL-Cigna-LLoyds-Insurance-SOB.pdf, which all Participants (and where appropriate, their parents or guardian) should read carefully and understand that not every loss will be covered and deductibles may apply. This insurance should be considered as supplemental secondary coverage to the Participant’s own personal insurance. The coverage does not include participants who are U.S. citizens while they are in the U.S., so U.S. citizens on U.S.-based programs, or during a U.S.-based program component, must rely on their own insurance. International participants (non-U.S. citizens) on U.S.-based programs are covered by a separate emergency illness, accident, and lost baggage/personal effects insurance plan while on the program in the U.S. Contact The Experiment for details.
World Learning strongly advises Participants and their parents to consult their own advisors regarding health insurance coverage for the duration of the Participant’s Program. The Experiment discourages traveling with expensive devices, smartphones, tablets, laptops, jewelry and other valuables.

PUBLICITY AND CONSENT TO SHARE OR RELEASE INFORMATION
World Learning, The Experiment and its local partners routinely take and share images during and after Experiment programs and World Learning communications staff visit programs on occasion and may take images during that time. The Participant and the undersigned agree that World Learning and the Experiment and its local partners’ publicity or marketing materials, including but not limited to its mailings, publications, catalogs, website, blogs, and any other internet, broadcast and social media, etc., may include statements or written comments made by the Participant and his or her parents, and/or the Participant's photographs, film or video images or likenesses of the Participant, and voice of the Participant, and the Participant and his or her parents/guardians hereby consent to World Learning and its local partners’ free and perpetual use of any and all such statements, photographs, likenesses, images of any kind, and voice in any medium, including those that World Learning obtains from any Participant, parent/guardian, or other source. In addition, the Participant and the undersigned parents/guardians consent to the Participant’s participation, inclusion, entry or submission into any current or future World Learning or Experiment sponsored contests or drawings except where prohibited by law, and consents to free and perpetual use of any such submission or entries.

Participant and parent/guardians of Participant hereby consent to the reasonable sharing or disclosure of the Participant’s personal information, medical information, educational records, and other information within World Learning and externally for the purpose of administering the Program, participation in the Program, and for all purposes consistent with the sound management and operation of the Program, including responding to any incidents involving the Participant and or related to health, safety, behavior, or conduct of the Participant and/or the Participant’s Program group. World Learning will make efforts to keep such information confidential to the extent possible consistent with the above and will endeavor to seek specific or advance authorization with respect to specific incidents when reasonable under the circumstances, but Participant and parents/guardians agree that World Learning is not obligated to obtain advance authorization beyond the consent contained herein.

HEALTH GUIDELINES, TRAVEL ALERTS, TRAVEL WARNINGS, COMPLIANCE
Participants and their parents should review carefully (a) the applicable health guidelines for Participant’s Program (the “Health Guidelines”) and (b) the US Department of State consular information concerning travel to, in, and around Participant’s Program country (the “Travel Warnings” and “Travel Alerts”) found at [http://travel.state.gov](http://travel.state.gov).
In signing this form, the Participant and his or her parents/guardians agree that they have read and understood the Health Guidelines and the Travel Advisory and that the Participant and his or her parents/guardians are responsible for complying with any recommended or required immunizations, precautions, and procedures set forth in the Health Guidelines and the Travel Advisory. In addition, Participant and his or her parents/guardians agree to comply with these Conditions and with the policies and procedures of The Experiment in International Living or World Learning as communicated to the Participant from time to time.

ASSUMPTION OF RISK
Participant and Participant’s parents/guardians understand that Participant’s participation in the Program is wholly voluntary. Although World Learning has made reasonable effort to assure participants’ health and safety while participating in the Program, there are unavoidable, unpredictable or inherent risks in travel, including, but not limited to, (a) those identified in the Health Guidelines, the Travel Advisory, World Learning’s websites, and these Conditions, (b) those associated with strikes, civil unrest, terrorism, military or paramilitary action, declared and undeclared wars, insurrections and other armed conflicts, criminal activity and violence, force majeure, weather conditions, public health risks, governmental actions or omissions, acts of God, industrial or commercial accidents, motor vehicle accidents, food safety risks, allergic reactions, air-borne, insect-borne or water-borne illnesses, animal-related illnesses, and all other possibly dangerous conditions or unanticipated circumstances beyond the sole control of World Learning, and (c) the inherent risks involved in any Program Group Activity as noted above (such as, but not limited to safari, sand surfing, sun exposure, biking, pedi cabs, hiking, trekking, horseback riding, animal contact, rides or petting, ziplining, high ropes course, abseiling/rappelling, kayaking, canoeing, pedal boats, boating, whitewater rafting, tubing, swimming, snorkeling, high elevations, camping, paintball, and other outdoor, sporting or play activities ). In signing this form, the Participant and his or her parents/guardians acknowledge that they have considered and are aware of and understand the risks and dangers of all travel and activities associated with Participant’s participation in the Program, the Program country, and international travel generally, including the dangers to Participant’s health and personal safety posed by the risks described in (a) and (b) above, among others. Participant and his or her parents/guardians hereby assume, knowingly and voluntarily, each of the risks described in (a) and (b) above and all of the other risks that could arise out of or occur during the Program and Participant’s travel to, from, in, or around Participant’s Program country, or in any way related to Participant’s participation in the Program.

RELEASE AND INDEMNIFICATION
In signing this form, the Participant and his or her parents/guardians, individually and on behalf of their heirs, successors, assigns, and personal representatives, hereby release and forever discharge World Learning, its employees, agents, officers, trustees, and representatives (in their official and individual capacities) (the “World Learning Representatives”) from any and all liability whatsoever for any and all damages, losses, costs, or injuries (including death) Participant or any of the undersigned sustains to person or property or both (“Losses”), including but not limited to any claims, demands, actions, causes of action, fines, judgments, damages, expenses, and costs,
including attorney’s fees and costs, which arise out of, result from, occur
during, or are connected in any manner with Participant’s participation in
the Program, any related or independent travel, any activities, or excursions,
irrespective of whether they are sponsored, supervised, or controlled
by World Learning, except for such Losses as may be caused by the
gross negligence or gross and willful misconduct of the World Learning
Representatives. Participant and his or her parents/guardians and the
undersigned also agree to fully indemnify and hold harmless the World
Learning Representatives from and against any Losses.

PERMISSION FOR EMERGENCY TREATMENT
On rare occasions, a medical or mental health emergency arises when
World Learning is unable to communicate with parents/guardians. Hospital
treatment and/or surgery may be required. In most cases, treatment by a
physician, nurse, health care provider, mental health provider, administration
of an anesthetic, treatment of an injury, or operation upon an individual
cannot be performed without the consent of the patient or, in the case of a
minor, without the consent of the parent or guardian. To avoid delaying any
procedure necessary to safeguard the physical or mental health of Participant,
the Participant’s parents/guardians hereby grant permission to World
Learning to authorize medical and mental health treatment; counseling,
administration of antibiotics, immunizations, anesthesia, and other
medications; surgery; transfusions of blood products; and hospitalization and
provision of medical treatment for Participant. Participant’s parents/guardians
further agree to release, indemnify, and hold harmless the World Learning
Representatives from and against any and all Losses relating to any and all
medical, mental health or any other treatment of Participant.

GENERAL
These Conditions represent the complete understanding with World Learning
concerning World Learning’s responsibility and liability for Participant’s
participation in the Program. These Conditions must be read and signed
without alteration by the Participant and the parents/guardians of the
Participant before being allowed to participate in the Program. Should
any provision or aspect of these Conditions be found unenforceable, all
remaining provisions of the Conditions will remain in full force and effect.
These conditions may be executed in two or more counterparts, each of
which shall be an original and all of which together shall constitute one and
the same instrument. Should there be any dispute concerning Participant’s
participation in the Program that would require the adjudication of a court of
law, such dispute or lawsuit must be filed only in a court in Windham County,
Vermont, or in the United States District Court for the District of Vermont,
to the exclusion of any other court or jurisdiction. These Conditions shall be
governed by the laws of the State of Vermont (without regard to its conflicts
of laws rules). These Conditions supersede any previous or contemporaneous
understandings with World Learning, whether written or oral, and cannot be
changed or amended except in writing and signed by an authorized officer or
agent of World Learning. Handwritten notes or changes to this document will
have no legal effect or force. The Participant and his or her parents/guardians
have shared the above information with those other parties responsible for
payment or with related interest and understand that, before signing these
Conditions, the Participant and his or her parents/guardians have the right to
consult with the advisor, counselor, or attorney of their choice.
In signing this form Participant and Parent confirm that they have read, understand and agree to the Conditions of Participation and all Policies referred to in the Conditions.

Please print, sign, date, and submit this page of your completed Conditions of Participation form to The Experiment. (We only need a copy of this signature page. It is not necessary to submit all pages.)

Participant’s Name ____________________________________________
(Please print)

Participant’s Signature __________________________ Date

Parent/Guardian Name ____________________________________________
(if Participant is under age 18) (Please print)

Parent/Guardian Signature (if Participant is under age 18) __________________________ Date

Please make a copy of this agreement and keep with your records. It is the policy of World Learning to provide equal employment and educational opportunities for all persons regardless of age, ethnic origin, gender, nationality, physical or learning ability, race, religion, sexual orientation, gender identity, protected veteran status, or any other legally protected condition. 15.EIL.30

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The following are requirements in identifying and preparing host families for Experiment participants:

1. Absent unusual circumstances that are mutually agreed to in advance, there should only be one Experiment participant per household, and each Experimenter must have his/her own bed.

2. Experimenters should not be housed with a group leader. No other exchange participants in the home (i.e. no participants from other organizations) can be staying at the same time. The residence used for the homestay may not be a boarding house, bed and breakfast, or guest house and in no event may boarders or renters be staying in the home while the Experimenter is present.

3. Every effort should be made to place Experimenters in families who have teenage or young children. Host families with no "siblings" and those that only have adult 'siblings' should be communicated in advance to The Experiment for review and approval on a case by case basis.

4. A host family must be comprised of two or more persons. An Experimenter cannot be placed with a single adult who has no children unless specifically approved ahead of program by The Experiment. Again, no boarders or renters can be present at any time during the homestay.

5. Host families must know how to be in contact with the group leader, country partner, and Experimenter at all times. Orientations must include this information. If an Experimenter is not staying at the home of his or her host family for any night, host parents must call the group leader and partner as soon as possible to alert them of the Experimenter’s accommodations. If the host family would like to travel with the Experimenter overnight, the Host Family will call both the partner office representative and the group leader to make arrangements and allow The Experiment to get the natural parents'/guardian’s prior approval. Overnights at another location are not allowed without parental and leader permission in advance.

7. Host country partners/representatives are expected to conduct a Host Family Orientation in order for families to be aware of the mission of the Experiment program and prepared for the arrivals of Experimenters. (The Experiment can provide further Orientation materials if requested.) The Host Family orientation must include a review of World Learning/Experiment harassment, alcohol and drug, water, and other safety policies, as well as our commitment to diversity.

8. The host family must be at home, available, and not be travelling or absent during the period that the Experimenter is in the homestay. The family must stay in the home overnight and actively be involved with the Experimenter during the homestay and with a willingness to integrate the Experiment participant into family life. It is also preferable that all host family members use host country language. If unanticipated need for travel arises, host families must contact the group leader and the partner office representative immediately so that other arrangements can be made for the Experimenter.
9. It is our preference that host families are vital, active, and involved in their household and communities. In the case when a family is made up of two host parents and they both work, arrangements must be made for the Experimenter to have contact and interaction with another adult family member identified in advance during their stay in the host family home.

10. All host families must offer clean, safe, and pest-free conditions in the context of the local culture, both within the house and in the surrounding neighborhood. Bathroom arrangements and instructions should be explained clearly. While in the homestay, the Experimenter must also have access to safe drinking water.

11. Host family locations should be within reasonable commuting distance to all program activities.

12. Experiment Partners or one of their direct staff must carefully recruit, screen (including using recommendations, house visits, in-person interviews, background checks if possible) and prepare families for the Experiment homestay experience. We reserve the right to request a follow-up visit with the families if there is a change in situation in the home.

13. Experiment Partners must schedule adequate time on weekends and evenings for students to interact with their host families. Partners must give homestay families information about suggested activities and prohibited activities.

14. Once host families are identified, please forward the up-to-date information of all families to The Experiment office. This information must include names, genders, and ages of all people living in the home, occupations of the host parents, full physical address, and information on pets, smoking, and sleeping accommodations. All host family information must be received by the agreed date. Delayed host family information must be received before the program begins.

15. Homestay families must be instructed to promptly inform the Partner, homestay representative, and group leader of any behavior problems, illnesses, or other incidents or significant issues that arise during the homestay. Host families should not take Experimenters to the doctor without first contacting a group leader, except in the case of an emergency.

*These criteria are for primary homestay placements and may differ for homestays during program excursions.
This document is intended to provide guidance to Experiment participants and parents as they make use of The Experiment in International Living’s online social media channels. The Experiment provides participants and parents with social media platforms, including but not limited to: Facebook, Twitter, Instagram, Snapchat, YouTube, Tumblr Blogs, and others to gather information about our programs and connect with other Experimenters, parents, and Experiment staff.

Social media channels are important components of The Experiment’s/World Learning’s marketing and communications strategy and efforts to communicate about our work and mission. Experiment participants and parents are expected to follow the following guidelines. **An Experiment participant who is seen to deliberately violate these guidelines, and the spirit of these expectations, may have social media privileges restricted, suspended or terminated. In extreme cases the Experiment may take further action, up to and including possible dismissal from Experiment programs. In the case of involuntary dismissal, The Experiment will not provide refunds.**

**Be respectful.** Do not post statements that are false, misleading, obscene, defamatory, harassing, hateful, inflammatory, discriminatory, or in any respect damage the rights of others. Be aware that laws covering defamation, harassment, and other damaging speech often differ markedly depending on jurisdiction. Keep in mind that online speech is easily misinterpreted – nuance is often lost, particularly when communicating across cultures – so be careful when using humor or sarcasm in public forums.

**Be aware that personal is not private.** While you may use online platforms exclusively on a personal basis, be aware that anything you post online has the potential to become publicly – and widely – accessible. Even if you lock down a platform’s privacy settings, accounts can be compromised. Depending on a platform’s terms of service, content you delete may be retained indefinitely. As a general rule, do not publish anything online you would not want to become publicly available to The Experiment participants, parents, or staff. In addition, review the privacy settings and terms of service of platforms from time to time, as these are often changed, decreasing privacy by default.

**You are responsible for what you post.** The Experiment/World Learning disclaims any responsibility or liability for any errors, omissions, loss, or damages claimed or incurred due to any of your personal postings.

**Obey the law.** Be sure to observe copyright, trademark, privacy, financial disclosure and other laws.
The Experiment participants and group leaders may not consume, buy, or possess alcohol at any time or for any reason during the program. The Experiment participants and group leaders may not consume, buy, or possess smoking products including tobacco, vapers, e-cigarettes, hookah, etc. at any time or for any reason during the program. Any alcohol or smoking infraction or suspected infraction while on an Experiment program will be subject to a disciplinary and administrative review process. If it is determined that a violation of this policy has occurred the result will be disciplinary sanctions, up to and including dismissal from the program, at the sole discretion of The Experiment.

Prohibition of the consumption, possession or purchase of alcohol is in effect for the duration of the program, regardless of legal drinking age or cultural norms/expectations. All program participants and group leaders shall abstain from any alcohol use throughout this program and are expected to conduct themselves in accordance with this policy.

The Experiment participants and group leaders are not permitted to buy, sell, use, or possess illegal drugs, nor are they permitted to misuse or share prescriptions drugs. Any drug infraction while on an Experiment program will be considered a violation of policy and will result in dismissal from the program.

While in a foreign country, U.S. citizens and third country nationals are subject to that country's laws and regulations, which can differ significantly from those of the United States or home country and which may not afford the protections available elsewhere. The Experiment will not assist in legal matters arising from a participant’s or group leader’s involvement with or use of alcohol or drugs. U.S. citizens and third country nationals traveling on an Experiment program in the U.S. are subject to U.S. laws and regulations.

The Experiment program funds may not be used to purchase any alcoholic beverages, including for social events such as homestay parties.
POLICY STATEMENT

Sexual harassment, nonconsensual sexual contact, nonconsensual sexual intercourse, sexual exploitation, domestic violence, dating violence, and stalking are prohibited, and will not be tolerated by any program of the Experiment in International Living (The Experiment). Any act or attempted act that falls within the definition of sexual harassment, nonconsensual sexual contact, nonconsensual sexual intercourse, sexual exploitation, domestic violence, dating violence, or stalking is a violation of The Experiment policy. Disciplinary sanctions for any member of The Experiment community engaging in such conduct may include suspension or dismissal from The Experiment, termination of employment and referral for criminal investigation and prosecution by local law enforcement. Victims of any such conduct are encouraged to contact the Group Leaders for support and assistance (services are available to all regardless of gender identity and expression or sexual orientation). All other Experiment staff and partners are required to report such conduct to The Experiment staff in Brattleboro, Vermont, USA.

Students and staff from other countries must abide by U.S. federal laws and regulations as well as Experiment policies while members of this community. Students and/or staff involved in programs in countries other than the United States must abide by U.S. laws and regulations while overseas, as well as observe local laws and regulations of their host-country. Sexual harassment and sexual assault, as defined below, are never acceptable, although a special effort is made to explain and clarify the rules for those from other cultures who may not be familiar with such a code of behavior. Please note that The Experiment, a program of World Learning, has no control over the behavior of host country individuals who are not associated with the program and cannot necessarily prevent harassment toward students and others in these locations where it may be considered culturally acceptable or otherwise.

REASON FOR THE POLICY

The Experiment is committed to creating and maintaining a community in which its members are free from all forms of harassment, exploitation, intimidation, and violence. The Experiment recognizes the long-lasting and detrimental effects of sexual misconduct and assault on the individual victim, on the entire community, and on The Experiment’s mission to prepare its participants to lead productive, responsible, and creative lives.

APPLICABILITY OF THE POLICY

This policy applies to all members of The Experiment community and our overseas partners.
NOTICE OF NON-DISCRIMINATION
The Experiment does not discriminate on the basis of race, color, ethnic or national origin, sex, sexual orientation, gender identity, religion, age, ancestry, disability, military status, veteran status, or other non-merit reasons, in admissions, educational programs, or activities and employment, and complies with all applicable federal and state laws regarding nondiscrimination and affirmative action, including Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973, and Title VII of the Civil Rights Act of 1964.

DEFINITION OF PROHIBITED ACTS

SEXUAL HARASSMENT
Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, written (including electronic) communication of an intimidating, hostile, or offensive sexual nature when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment or education; or
2. Submission to or rejection of such conduct by an individual is used as the basis for academic or employment decisions affecting that individual; or
3. Such conduct has the effect of substantially interfering with an individual’s academic or job performance or creating a hostile, intimidating, or offensive employment, educational, or living environment for the person as a participant and/or employee.

A hostile environment is created when sexual harassment is:

• sufficiently severe; or
• persistent or pervasive, and objectively offensive.

Examples of conduct which may constitute sexual harassment include but are not limited to: conditioning a promotion, pay raise, or course grade upon the receipt of sexual favors; unwelcome hugging, kissing, embracing, patting, pinching, or any other unwelcome touching; leering; persistent unwelcome social invitations; use of vulgar language of a sexual nature; graphic comments about a person’s body; displaying sexually explicit pictures or other materials; making sexually suggestive comments or telling sexually suggestive or “dirty” jokes or stories; asking an employee or participant questions about his or her sex life; and/or continuing to engage in any such behavior if it is known or should be known that the behavior is unwelcome.

NONCONSENSUAL SEXUAL CONTACT

Nonconsensual sexual contact is defined as any intentional sexual touching, however slight, with any body part or object by a person upon another person that is without consent and/or by force.

Examples of sexual contact include, but are not limited to intentional contact
with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts; or any other intentional bodily contact in a sexual manner.

**NONCONSENSUAL SEXUAL INTERCOURSE**
Nonconsensual sexual intercourse is defined as any sexual intercourse, however slight, with any body part or object, by a person upon another person that is without consent and/or by force.

Examples of sexual intercourse include, but are not limited to: vaginal or anal penetration by a penis, finger, tongue, or object, and oral copulation (mouth to genital contact), no matter how slight the penetration or contact.

**SEXUAL EXPLOITATION**
Sexual Exploitation occurs when one person takes nonconsensual or abusive sexual advantage of another for his/her own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, and that behavior does not otherwise constitute one of the other sexual misconduct offenses. Examples of sexual exploitation include, but are not limited to: invasion of sexual privacy; prostituting another person; nonconsensual digital, video, or audio recording of nudity or sexual activity; unauthorized sharing or distribution of digital, video, or audio recording of nudity or sexual activity; engaging in voyeurism; going beyond the boundaries of consent (such as letting your friend hide in the closet to watch you having consensual sex); knowingly exposing someone to or transmitting an STI, STD, or HIV to another person; intentionally or recklessly exposing one’s genitals in nonconsensual circumstances; or inducing another to expose their genitals.

**DOMESTIC VIOLENCE**
Domestic violence may include violent acts by a current or former spouse; by a person with whom the victim shares a child in common; by a person who is or has cohabited with the victim as a spouse; by a person similarly situated to a spouse; between a parent and child; between members of the same household in an intimate relationship; or by any other person similarly situated. Domestic violence can be physical, sexual, emotional, or economic in nature.

**DATING VIOLENCE**
Dating violence can be violence or abusive behavior used by one partner to gain or maintain control over another partner. It can be violence committed by a person who is or has been in a social, romantic, or intimate relationship with the victim. The existence of such a relationship will be determined by factors such as the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved.

**STALKING**
Stalking is a series of unwanted or obsessive attention, behaviors, or actions toward a specific person that would cause a reasonable person to fear for his or her safety or the safety of others or to suffer substantial emotional distress. Stalking may involve following, lying in wait for, or harassing a person by demonstrating a pattern of conduct composed of two or more acts evidencing a continuity of purpose. Stalking may include the monitoring of an individual online or involve the use of social media, email, or other technology. It may also include unwanted observation or surveillance.
GENERAL DEFINITIONS

CONSENT
Consent is defined as willingly giving permission or agreement to a particular sexual activity or behavior, without coercion, fear, or threat of harm, or other unwanted consequences. Consent is an informed, voluntary agreement to participate in a specific act. Consent is communicated either by words or clear, unambiguous actions that are not achieved through manipulation, intimidation, fear or other acts that a reasonable person would construe as coercion. Consent cannot be given by one who is mentally or physically incapable of giving clear consent at the time of the sexual activity. It is the responsibility of any person who wants to engage in a sexual activity with another person to ensure that they have the affirmative, expressed, and unequivocal consent of that other person to engage in the particular sexual activity. Silence, lack of protest or lack of resistance does not mean consent. The existence of a dating relationship between the persons involved or the fact of a past sexual relationship is not a sufficient basis to assume consent. Consent is present only where an individual is fully conscious, and is not incapacitated due to physical challenge and/or helplessness, or incapacitation due to alcohol or other substances.

REPORTING PARTY
The reporting party is a person who alleges that they are the victim of a violation of Experiment policy.

RESPONDENT
The respondent is a person who has been accused of an alleged violation of Experiment policy.

SAFE BYSTANDER INTERVENTIONS
Observers of a sexual assault or other types of gender- or intimate partner-based misconduct, such as domestic violence, dating violence, or stalking, may be able to help the victim. However, it is important that you do so in a positive manner and in a way that keeps you and the victim safe. Appropriate interventions will depend on the situation. Safe and appropriate options for bystanders may include calling the police to report violent or potentially violent situations, intervening if you believe someone is in a potentially uncomfortable or unsafe situation, and/or encouraging the target of such conduct to report the incident and seek support.

RETLATION
The Experiment prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports. Any attempt by a member of The Experiment community or our overseas partners to intimidate, penalize, or threaten a person who reports or who is otherwise involved or cooperating in, a report of discrimination, misconduct, or harassment is strictly prohibited. Any person found to have participated in an act of retaliation will be disciplined accordingly.
PROCEDURES

The Experiment’s greatest concern is for the safety and physical and mental health of all its participants, partners, and staff. The Experiment is committed to maintaining a welcoming and supportive educational climate. Therefore, the following procedures are available to all participants, group leaders, and staff who feel they have experienced or witnessed gender-based misconduct, including sexual harassment and gender discrimination as discussed above.

REPORTING MISCONDUCT

All members of The Experiment community who experience, witness, or hear about an incident of sexual misconduct, including sexual harassment and sexual assault, are encouraged to immediately contact the appropriate Group Leaders or, if necessary, The Experiment management team in Vermont. In an emergency, please call 911 or contact local law enforcement in the case of overseas programs.

There is no time limit on how long after an incident you can make a report of misconduct; however, The Experiment’s ability to respond to a report may be hindered by the length of time between the alleged misconduct and the report itself.

Once The Experiment is informed of alleged misconduct, The Experiment staff and risk management team will work with the relevant parties on next steps. The Experiment will always reach out to the reporting party to both gather more information and to provide support. All reports of alleged misconduct will be investigated thoroughly, impartially, and promptly, whether reports of such misconduct are made formally or informally. The Experiment will facilitate the implementation of measures to stop the behavior, and take steps to prevent its recurrence. Appropriate corrective action will be taken, including, but not limited to, termination or expulsion. Parental notification will occur in accordance with Vermont law and The Experiment/World Learning policy.

The Experiment management team will help the parties involved access appropriate medical and/or mental health services; discuss possible interim arrangements during the investigation process; help students understand and be part of the parental notification process; and answer questions along the way.

Experiment students, staff, and overseas partners will receive a copy of the Sexual Harassment Policy and will be informed that any incident of harassment and/or assault should be reported to one of the following persons:

ON-SITE CONTACTS

Group Leaders
Designated Partner Contact – in-country
Experiment On-call emergency team:
802-258-3481 (Emergency Number)
Kirstin French, Director of Operations:
802-258-3418, kirstin.french@worldlearning.org
Christina Thomas, Divisional Vice President:
202-464-8542, christina.thomas@worldlearning.org
If an individual who makes a report insists that his or her name or other identifiable information not be revealed, and The Experiment is able to respect that request, the individual must understand that The Experiment will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator.

Upon receipt of a report, The Experiment will make all reasonable efforts to maintain confidentiality and respect the privacy of those involved. The Experiment understands that reports of this nature can be difficult, emotional and stressful. Therefore, The Experiment will only share information as is needed to conduct a prompt, thorough and effective investigation. Even if the reporting party asks that The Experiment not pursue an investigation, or decides to attempt to resolve the situation informally, The Experiment may still investigate the allegations and address the conduct as may be warranted under the circumstances.

The Experiment will contact participants’ parents in the case of a report of sexual misconduct.

Depending on the type of conduct and the parties involved, The Experiment may contact local law enforcement. The Experiment will continue its own investigation into the alleged conduct, regardless of whether the police decide to pursue their own investigation. The Experiment will cooperate with all police investigations and will honor and enforce any judicial no-contact, restraining, or protective orders the parties may obtain outside The Experiment process.

DUAL RELATIONSHIPS
Employees and participants should be aware of conflicts of interest that are inherent in personal relationships where professional and educational careers are also involved, as well as potential abuses of authority. This is especially true of amorous or sexual relationships between group leaders and participants or between staff/administrators and participants, given the inherently unequal structure of power between them, and the fact that most Experiment participants are minors.

It is the policy of The Experiment that group leaders, overseas partners, and administrators are not permitted to engage in consensual sexual relationships with participants of The Experiment. Should a charge of sexual harassment arise from such a relationship, the burden and cost of providing a defense falls on the group leader or staff/administrator. Members of The Experiment community should know that, in such instances, defenses are extraordinarily difficult to prove.
Water activities, including swimming, wading, boating, and any other activities conducted in and around bodies of water, are inherently dangerous.

In accordance with The Experiment Conditions of Participation, some activities are expressly prohibited, and any activities deemed potentially dangerous to individual or group safety are not permitted and could be grounds for dismissal. Any water activity that is not specifically listed on The Experiment Program itinerary is deemed potentially dangerous and is not permitted, except under the limited conditions outlined below.

**EXPERIMENT PRE-APPROVED WATER ACTIVITIES**

Water activities that are specifically listed on the program itinerary provided to The Experiment in a timely manner are subject to review. Once approved, these activities must be supervised by a group leader and/or a lifeguard or otherwise qualified individual with access to safety equipment. Partners must be familiar with the location and have determined that, with adequate supervision, the location is safe for the water activity. In addition, water activities must follow the guidelines below in all cases.

**OFF-ITINERARY WATER ACTIVITIES**

The Experiment recognizes that during its programs, Experimenters may want to engage in water activities recreationally. Group Leaders must assess the activity using Experiment guidelines and consult with local partners and their co-leader(s) in order to determine whether it is safe to allow off-itinerary recreational swimming, wading or other water activity, and must follow the guidelines below in all cases. The Experiment must be informed of participation in any off-itinerary water activities as soon as possible.

**GUIDELINES FOR ALL WATER ACTIVITIES**

**a. Swimming abilities.** Group leaders must conduct a verbal survey of each student’s individual swimming abilities during program orientation and document the results. Experimenters and leaders who do not know how to swim or who identify as not being strong swimmers may not be in water greater than knee-deep without wearing an approved personal flotation device / life jacket. The only exception to this rule is wading in enclosed swimming pools attended by a lifeguard – in this circumstance; non-swimmers may enter the water up to their waists.
b. Survey the scene. Immediately prior to group swimming, leaders should consider the proposed swimming site (including swimming pools) and consult with local partners and/or The Experiment before entering the water. This assessment could include evaluation of currents, tides, wildlife, geology, local knowledge and depth, etc. Be conservative. If leaders or local partners have any reservations at all about swimming at a location, find another place that has fewer hazards or postpone the outing.

c. Water Conditions. Wading or swimming in moving water may only be done in water in which one can safely stand up. Swimming in enclosed swimming pools or other bodies of water attended by a lifeguard, or itinerary-specific outings facilitated by trained guides such as snorkeling or boating are permitted. Swimming or wading is prohibited on beaches where the current is swift, where there are known riptides, or the area is locally or generally regarded as being unsafe. Experimenters and leaders should recognize that currents and undertows are often unpredictable and not visible. Experimenters and leaders are required to leave the water immediately if there is any sign of these types of hazards. Swimming, not wading, in rivers and oceans must be part of an approved activity on the itinerary, or approved by The Experiment prior to the activity.

d. Supervision. Experimenters and leaders should never swim alone. A group leaders must be present at all times when Experimenters are in the water as a group. Experimenters may not swim alone while in a homestay and an adult must be present.

e. Swimming pools. The use of swimming pools in hotels and during homestays is allowed as long as all the guidelines in this document are followed, including Supervision (Section d) and the rules of the swimming facility.

f. Swimming while in homestays. Leaders and partners should brief homestay parents on Experiment water guidelines contained in this document, as well as the Experimenters’ swimming abilities; families should be advised of weak or non-swimmers. A homestay parent must be present for Experimenters to swim, and the same assessment of water safety guidelines should be conducted by said adults.

g. Safety Discussion. Each leader must discuss his/her assessment and the known hazards, water conditions, and activity limitations with students prior to entering the water.

h. Emergency response & Equipment. Emergency lifesaving services must be available within reasonable proximity and a rescue device (improvised or otherwise) must be available at all times on Experiment-sponsored water activities. This may require planning and purchase of a rescue device. Improvised rescue devices could include a ring buoy, cooler-top, pool noodle, log, etc.

i. No alcohol. Alcohol consumption and possession is not permitted at any time.

j. Rescue. Neither program Experimenters nor leaders may attempt to swim out to rescue a person who may be drowning unless they are certified lifeguards or trained water rescuers. Instead, bystanders should call immediately for
emergency response and try to reach the victim with thrown safety devices, if available.

**k. Distance from shore.** Swimmers must stay close enough to shore that someone could throw them a rescue device if necessary.

**l. Diving, jumping.** The countless dangers inherent in running into, jumping into or diving into water can result in head and spinal injuries, paralysis, and even death. Leaders must educate Experimenters that all of these activities are prohibited.

**m. Running.** Leaders must let Experimenters know they are prohibited from running near bodies of water. At many locations, terrain may be uneven or rocky, putting Experimenters at risk of turning an ankle or taking a fall by entering an area where there is a rapid drop off.

**n. Cold Water.** Leaders must be particularly mindful that exposure to cold water for long periods of time can cause hypothermia, a condition which can cause the loss of motor skills, resulting in drowning.

**o. Lightning and inclement weather.** Leaders and Experimenters must exit the water and seek shelter when lightning is 6 miles away (30 seconds between thunder and flash), and must remain suspended for 30 minutes after the last thunder is heard. Leaders must postpone any water activity in inclement weather, especially any weather which obscures visibility or hearing.

**p. Indigenous Species.** In all bodies of water, leaders and Experimenters should study the area before they swim to make themselves as aware as possible of the various types of aquatic life present and the various inherent dangers these species may pose. Some common species that swimmers encounter range from leeches to eels, jellyfish, sharks, and snakes. Others may include waterborne illnesses, parasites, and microbial life. Keep in mind that animals – like people – often seek the water in attempts to cool off.

**q. Schistosomiasis.** Schistosomiasis is a parasitic infection that can be contracted in fresh water in certain tropical countries. Experimenters may not swim or wade in fresh water in countries listed as having Schistosomiasis in the country-specific World Learning Health Guidelines.

**r. Say “No.”** As discussed throughout this document and during the leader training week, leaders should avoid unsafe situations where they may have to act beyond their ability and training.