

Leadership Jacksonville's Next Generation 2023 Program

Participant Policies and Expectations Agreement, Waiver and Release

I _____ am a member of NextGen 2023, a program of Leadership Jacksonville. *Print Full Name Legibly*

ATTENDANCE POLICY

Attendance at the entire Leadership Jacksonville Next Generation (NextGen) Opening Retreat, June 2-3, is MANDATORY.

- If the need to withdraw from the program is communicated at least one month prior to the Opening Retreat, there will be full reimbursement of any tuition paid.
- If such need occurs during the month before the retreat, reimbursement will only be made if the spot can be filled by an Alternate. If no Alternate is available, an adjusted refund will be made of 50% of the agreed upon tuition.
- In the event that a participant fails to attend the retreat, withdraws or is terminated from the program after the retreat, no refund will be given.

Successful completion of the NextGen program requires class member's full participation at all program days.

- Class members are expected to make whatever arrangements are necessary to be on time for programs and leave after completion of programs.
- Missing more than an hour will count as a half day absence. Missing more than 4 hours will count as a whole day absence.
- **More than two absences will result in termination.**

SOCIAL MEDIA STANDARDS

The name, marks, and the logos of Leadership Jacksonville (LJ) and NextGen are solely owned by Leadership Jacksonville and all rights are reserved.

All members of NextGen are encouraged to maintain the highest standards on their own personal social media pages and expected to do so whenever there is any reference to LJ and NextGen.

LJ has established a private, members-only Facebook group for NextGen which will be administered by the LJ staff or their designee(s). Only members of NextGen and staff are eligible to be admitted as members. Information and discussions held on these sites will not be open to the public. All material on the site will maintain the high standards of Leadership Jacksonville. The LJ administrator will remove any unauthorized users and/or inappropriate posts.

PROGRAM PARTICIPANT CODE OF CONDUCT FOR LEADERSHIP JACKSONVILLE NEXT GENERATION

All NextGen program participants will receive a copy of this code of conduct to be signed and maintained by Leadership Jacksonville. The code is prepared in accordance with and governed by Leadership Jacksonville's Behavior Code of Conduct and Abuse Prevention Policy, adopted December 2017. The policy establishes how Leadership Jacksonville will do everything in its power to prevent the physical, emotional or sexual abuse of program participants, volunteers and employees. Leadership Jacksonville seeks to create a welcoming and safe environment and has zero tolerance for those whose actions may jeopardize the safety or health of participants, volunteers or employees.

While a participant in NextGen, I agree that:

1. I will treat all with respect and consideration. Treatment must be fair and equal and must not be based on gender, religion, race, national origin, disability, marital or familial status, sexual orientation, income level or occupation.
2. I will not use harsh, inappropriate or degrading language.
3. I will not use profanity, inappropriate jokes or any kind of harassment in the presence of other program participants, volunteers or employees.
4. I will not participate or allow others to engage in any form of hazing.
5. While representing Leadership Jacksonville or participating in the program, I will not possess, distribute, use or allow others to use illegal drugs; or serve alcohol to any underage person.
6. Smoking or use of tobacco during programs is prohibited at all times except during program breaks in areas approved for this by a program facility.
7. Possession of any type of weapon or explosive device during a Leadership Jacksonville activity by program participants, volunteers or employees is prohibited except those members of law enforcement properly permitted by Florida Statutes may carry their licensed weapon unless otherwise prohibited by the site of the program or activity.
8. I will not have non-consensual contact with participants, volunteers or employees.
9. I will refrain from inappropriate, intimate displays of affection towards others in the presence of program participants, volunteers, and employees.
10. Program participants must not discuss their own sexual history, preferences or fantasies nor use of illicit or pornographic materials nor possess any sexually oriented materials when conducting business in the name of Leadership Jacksonville.
11. Program participants are required to report any activity in violation of the Code of Conduct to the Chief Executive Officer or President of the Board of Directors of Leadership Jacksonville.

PHOTO RELEASE FORM

I hereby consent that any videos or photographs taken of me by Leadership Jacksonville or its representative during any Leadership Jacksonville events may be used by Leadership Jacksonville, its affiliates, assigns or successors, in Leadership Jacksonville's discretion including television, print publications, media releases, social media sites or website. Furthermore, I hereby consent that such photographs or videos shall be the property of Leadership Jacksonville, Inc. and that it shall have the right to sell, duplicate, or reproduce and make other uses of such photographs or videos as they may desire free and clear of any claim for royalty or monetary compensation on my part. I hereby waive any rights of publicity, privacy, or attribution.

COVID-19 AGREEMENT AND WAIVER PARTICIPANT

By signing this Agreement, I acknowledge the contagious nature of COVID-19 and voluntarily assume the risk that I may be exposed to or infected by COVID-19 while attending a Leadership Jacksonville program and that such exposure or infection may result in personal injury, illness, permanent disability, or death. I understand that the risk of becoming exposed to or infected by COVID-19 during the program may result from the actions, omissions, or negligence of myself and others, including, but not limited to, Leadership Jacksonville staff, volunteers, and program participants and their families.

I voluntarily agree to assume all of the foregoing risks and accept sole responsibility for any injury to myself (including, but not limited to, personal injury, disability, and death), illness, damage, loss, claim, liability, or expense, of any kind (the "Claims"), that I may experience or incur in connection with my attendance or participation in the program. I hereby release, covenant not to sue, discharge, and hold harmless Leadership Jacksonville, its employees, agents, and representatives, of and from the Claims, including all liabilities, claims, actions, damages, costs or expenses of any kind arising out of or relating thereto. I understand and agree that this release includes any Claims based on the actions, omissions, or negligence of Leadership Jacksonville, its employees, agents, contractors and representatives, whether a COVID-19 infection occurs before, during, or after participation in any Leadership Jacksonville program.

Additionally, I agree that I will not hold Leadership Jacksonville liable for a tuition or fee refund, in full or in part, in the event that the content of any program is impacted by COVID-19 policies or restrictions. I recognize that Leadership Jacksonville is committed to providing a quality program that is safe for participants and this may require substantial changes in the typical Leadership Jacksonville program.

By signing below,

I have received, read, understand and will abide by the POLICIES AND EXPECTATIONS for the **Next Generation** program including the Attendance Policy, Social Media Standards, Program Participant Code of Conduct and COVID-19 Policy.

I hereby release and hold harmless Leadership Jacksonville, Inc., its members, agents, employees or programming, for any accident, injury, illness or any damage whatsoever related to my attendance at, or participation in, any activity or session of the flagship program.

Next Generation 2023 Participant Signature



Printed Name



Date of Signature