

# CODE OF CONDUCT

The annual **Ernesto Che Guevara Volunteer Work Brigade** was established in 1993 for people from across Canada to exchange social, political and cultural ideas with the people of Cuba in the spirit of **solidarity, friendship and respect**, continuing in the **internationalist** tradition of work brigades to Cuba from around the world, as well as the long-standing bond between the peoples of **Canada and Cuba**.

The Che Brigade is a non-profit project of the **Canadian Network on Cuba (CNC)**. In preparation for the Brigade, it is recommended that all participants join in the activities of their local Canada-Cuba friendship/solidarity group beforehand and **Brigadistas** are invited to continue solidarity work after their trip.

**Brigadistas** are **more than just holiday tourists**. We are participants in a special educational experience learning hands-on about the Cuban reality, **living and working together** with the Cuban people, and **bringing back our own stories and experiences** of their struggle for independence, their Revolution, and the experience of the illegal US Blockade and Embargo. Naturally, *brigadistas* are understood by the Cuban people as **representatives of Canada**, and therefore, we have responsibilities as our conduct reflects on the Canada-Cuba friendship and solidarity as a whole, as well as the CNC and its member organizations.

*Brigadistas* are expected to:

- **Appreciate that we are guests of the Cuban people at the invitation of Institute for Friendship with the Cuban People's (ICAP, the Brigade's host in Cuba);**
- **Participate in all Brigade activities as programmed by ICAP as best they can;**
- **Try to respectfully understand Cuban culture and society;**
- **Be positive and appreciative for the experience and lessons being taught;**
- **Not consume illegal drugs and respect the laws of Cuba;**
- **Act responsibly at all times, avoid excessive alcohol consumption, and to not go over personal limits causing disturbances to other *brigadistas*, our hosts, and our surroundings;**
- **Be respectful of other *brigadistas* and exhibit no behavior that can be considered verbal or physical harassment, bullying or assault, based on gender-identity, race, religion, or age.**

Violating the last three points can result in resolutions which may include but are not limited to warnings, apologies, mediation, and ultimately immediate expulsion from the brigade.

The CNC and the leadership of the Brigade take seriously its own responsibility to ensure a **safe and healthy** internal environment. Harassment has a destructive effect on individual well-being, the Brigade environment, and Canada-Cuba friendship. It is not a joking matter. Any *brigadista* who feels targeted by harassment or discrimination must be able to speak up to the Brigade leadership and know their concerns will be responded to immediately and confidentially. As *brigadistas*, our goal must be to **protect human rights**, to **promote mutual respect and trust**, and to **foster inclusion**. We have many different interests and backgrounds, and come together to help one another.

The Cuban people receive all Brigade participants with **warmth and friendship**. The fact that *brigadistas* come from Canada to share friendship, reaffirms to many Cuban people that **the social change** they are carrying out is important, not only for their country, but **for the entire world**. As Che Guevara said, "**Volunteer work is a school for building social consciousness.**"

Please initial here \_\_\_\_\_ to confirm that you have read and agree to the Code of Conduct.