



Participant  
Code of Conduct

Think Pacific - Thailand 2025

## Statement of Purpose & General Guidelines

### Statement of Purpose

Think Pacific is committed to promoting responsible cultural exchange. This Community Agreement outlines expectations for participants to ensure safety, respect for local communities, and alignment with Think Pacific's values. Participants are ambassadors of Think Pacific and their home countries throughout the program.

### General Guidelines

#### 1. Adherence to Think Pacific Guidelines:

- Follow instructions from Think Pacific leaders, coordinators, and management.
- Uphold Think Pacific's beliefs, values, vision, and mission through actions and interactions.
- Commit to the project's goals and responsibilities; repeated offenses or absenteeism may result in disciplinary action.
- Treat Think Pacific property with care, covering repair or replacement costs for negligence-related damages.
- Only wear Think Pacific-branded clothing during official project delivery.
- Treat everyone with dignity, avoiding discriminatory behavior of any kind (e.g., racism, sexism, ableism, etc.).

#### 2. Movement & Emergency Preparedness:

- Remaining within the locations and settings as outlined under the programme itinerary, including the Think Pacific accommodation, project locations and activity sites when required.
- Always stay in groups or pairs, returning to Think Pacific accommodation by the curfew of 9:30pm.
- Carry emergency funds, photo ID (photo ID card, driving license, or photocopy of passport page), and a charged phone with a local SIM.
- Keep Think Pacific's 24/7 emergency contact accessible.

## Code of Conduct

On a Think Pacific programme in Thailand you agree to the following:

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### Alcohol & Smoking/Vaping

#### 1. Alcohol Policy:

- The Programme in Thailand is zero alcohol, and we ask participants to refrain from consuming during the 28 day delivery period, including free/unstructured time.
- Strictly prohibited to **purchase** or to **consume** alcohol within the programme or partner sites, including during structured activities such as briefings or debriefings.
- Understand that you are not permitted to drink alcohol with participants or partners, and at any time during a programme, including the briefing and debrief elements.
- Participants must not return to Think Pacific accommodation intoxicated and must not bring alcohol into the Think Pacific accommodation.

#### 2. Smoking/Vaping Policy:

- Never smoke/vape at a professional project site.
  - Smoking/vaping in the Think Pacific accommodation area is only permitted in a designated spot as advised by the accommodation provider and/or TP staff.
  - When in Chiang Mai, cafes and restaurants, smoke or vape only in designated areas, avoiding communal spaces and streets.
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### Free/Unstructured Time

- Maintain Think Pacific dress code to uphold responsible tourism and cultural respect.
  - Responsible behavior is expected, adhering to local laws and avoiding risky activities.
  - Remember you are an ambassador for Think Pacific in Chiang Mai, and avoid wearing Think Pacific-branded clothing during free time.
  - Participants are not permitted to drive scooters/motorbikes or ride on the back of Taxi scooters/motorbikes during free time due to health and safety.
  - Return to the Think Pacific accommodation by 9:30pm or when required by PC and management.
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## Local Laws & Cultural Sensitivity

### 1. Legal Compliance:

- Respect for the Monarchy: Any act of defamation, insult, or threat against the King, Queen, heir apparent, or regent is strictly prohibited under Thai law, specifically the Lèse-Majesté law (Section 112). Violations of this law are punishable by severe penalties, including imprisonment
- Please note the legal age in Thailand to:
  - i. Purchase cigarettes is 18 years old
  - ii. Consume alcohol is 20 years old
  - iii. For sexual consent is 15 years old (with certain exceptions based on the nature of the relationship)
- Possession or use of illegal substances will result in immediate removal, and reporting to the local authorities.
- Do not purchase or consume cannabis in any form during your programme with Think Pacific. Note:
  - i. Thailand has decriminalised cannabis, but recreational use is still in a legal gray area.
  - ii. Illegal to consume in public (e.g., parks, temples, streets, schools). Penalties: Fines up to 25,000 THB (£570) and up to 3 months in jail.
  - iii. The Thai government is reviewing cannabis laws and may introduce stricter regulations at any time.
  - iv. Many neighboring countries (e.g., Indonesia, Singapore, Malaysia) have severe penalties for drug possession, including the death penalty.
- Participants are not permitted to drive scooters/motorbikes or ride on the back of Taxi scooters/motorbikes during the programme due to health and safety.
- Abuse of any kind will not be tolerated, and any breach of this point may result in your contract being terminated immediately, and/or in severe cases, information being passed over to the authorities.

### 2. Cultural Respect:

- Follow Think Pacific community dress code, and project dress code when required; covering tattoos/piercings in professional settings.
- Adhere to location-specific guidance on appropriate attire.

## Relationships & Personal Conduct

### 1. Relationships:

- Respect Thai cultural norms regarding relationships and public affection.
- Romantic or sexual relationships with any staff members, participant, partners are prohibited.
- Romantic or sexual relationships with strangers are strongly advised against.
- Romantic or sexual relationships are prohibited in the Think Pacific accommodation.

### 2. Accommodation Rules:

- Do not allow guests into accommodation.
  - Do not stay elsewhere without explicit permission from a Think Pacific Manager.
  - Do not invite family members or friends into the Think Pacific accommodation, without explicit prior permission from a Think Pacific Manager.
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## Social Media & Confidentiality

- Obtain consent before taking any photos/videos of peers, partners or within the community.
  - Do not take photographs/videos of any service user or vulnerable individual.
  - Ensure any social media posts on personal platforms referencing or representing Think Pacific are appropriate and responsible. If unsure, ask a Think Pacific team member.
  - Remove social media content if requested by Think Pacific
  - Refrain from accepting social media connections with partners and community members until you have completed your Think Pacific contract.
  - All employees of the organisation must ensure that they do not discuss or disclose any commercially sensitive information or personal information to any third parties.
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## Disciplinary & Complaints Procedure

### Disciplinary Procedure

Should your actions be deemed to be in breach of our Code of Conduct the Think Pacific staff members.

**For your reference, Think Pacific's disciplinary procedure is as follows:**

1. Verbal Warning: Upon the first incident of unacceptable behaviour or minor breach of the Code of Conduct, the Programme Leader/Coordinator or Programme Manager shall warn you verbally that your behaviour is unacceptable and shall explain to you the reasons for this unacceptability.
2. Written Warning: If such behaviour or breach continues, the Programme Coordinator or Programme Manager shall provide you with a written warning, stating that any recurrence may result in you being required to leave the project and if appropriate, terminate your project.
3. Termination of project: Upon a subsequent repeat of the unacceptable behaviour, or upon a serious breach of the Code of Conduct, the Senior Management may, at their sole discretion, require that you leave the project and terminate your programme with Think Pacific.

In the event that the Disciplinary Procedure is invoked and you are required to leave your programme, then you agree to do so without causing fuss, disturbance or aggravation and at the time specified by Think Pacific Management.

If at any stage you feel that this procedure is being applied unfairly or without cause, you should raise this directly with your Programme Coordinator and, if you feel the matter has not been resolved to your satisfaction, you may raise a complaint in accordance with our grievance procedure.

### Complaints Procedure

- If during your project, you wish to make a complaint, you should inform your Think Pacific Programme Coordinator as soon as possible.
- Alternatively, you may wish to speak with a Programme Coordinator or Programme Manager. You will have access to the contact information for all staff members and may liaise with them directly if you wish to discuss a concern or complaint.

- We will investigate any claims and try to resolve them. If the matter cannot be resolved during the project then you must write a letter to Think Pacific's UK office no later than one month after the end of your project.
- Think Pacific will only deal with complaints made by the person on the project, or for minors (under the age of 18 years old), his or her parent or legal guardian. If you have any questions regarding this policy, please email [info@thinkpacific.com](mailto:info@thinkpacific.com) to arrange a time to chat to a member of the Think Pacific team.

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