



D-Day Leadership Academy

The Normandy Passage — Participant Code of Conduct

Motto: Reverence. Fortitude. Virtue.

Authority: Issued by D-Day Leadership Academy (“DLA”). Compliance is a condition of enrollment and continued participation.

0. Preamble — The Pledge and the Standard

On this ground, comfort is earned and character is proved.

As a participant, I will carry myself with quiet bearing, respect sacred sites and local communities, protect my Pair, follow cadre direction, and uphold this Code.

As a policy, I understand that violation of this Code may result in correction, loss of privileges, financial responsibility for negligent damage, or removal from the Program.

1) Scope & Applicability

This Code applies to **all participants**, parents/guardians in attendance, and any guest present at Program activities from link-up through release. Cadre and staff operate under internal DLA policies in addition to this Code.

2) Core Principles (operationalized)

- **Reverence.** Honor the fallen; respect museums, cemeteries, churches, and French communities. Quiet voice. Proper dress. No glamorized combat, no cosplay.
- **Fortitude.** Meet the standard. Accept the shuffle pace. Carry your share. Solve problems without drama.

- **Virtue.** Tell the truth. Keep the covenant. Do the right thing when unseen.

3) Bearing, Discipline, and Accountability

- Phones secured Day 1 to morning of Day 7 (emergency access only via cadre).
- Colors daily; HUA response to cadre; scored inspections.
- Minor corrections: “**Drop!**” = 10 push-ups; recover on “**Feet!**”.
- Be on time, in uniform, ready. Leader rotations; leader removal when learning requires it.

4) Safety, Watch, and Movement

- **Follow cadre direction** at all times; safety calls are final.
- **Watch Standard:** While tents are in use, **one Pair is on watch** at all times as directed. Maintain the log, conduct accountability checks, escalate concerns immediately. **TL-122 angle-head lights only; no headlamps.**
- **Movement Standard:** Up to 10 total miles/day; no more than ~7 miles in any single evolution. Shuffle standard **12:00 min/mile** (acceptable baseline **10–14**).
- **Hydration, heat/cold, surf/night:** adhere to halts, layer guidance, and buddy checks. Report injuries early.

5) Respect for Sacred Sites & Communities

- ABMC and local rules govern. Hats off in cemeteries and churches; voices low; no eating, running, or horseplay.
- No drills or medical scenarios inside churches, cemeteries, or memorial interiors.
- Nothing is removed from sites—no sand, no stones, no “souvenirs.”

6) Treatment of Cadre and Peers

- Courtesy, candor, and restraint. No harassment, hazing, bullying, or retaliation.
- Disagreement is professional and private; final call belongs to cadre.
- Protect your Pair. If your Pair fails, you help first and notify cadre.

7) Alcohol, Drugs, Tobacco/Vape

- **Alcohol:** Permitted **only** at the Day-7 completion ceremony for **18+** with ID, in controlled service (beer/wine; one-at-a-time), and after signing the **Alcohol Acknowledgment (18+)**. **No alcohol under 18**. Intoxication ends service and may end attendance at the event.
- **Drugs:** No illicit drugs. Prescription meds disclosed and used as directed.
- **Tobacco/Vape:** Only where/when cadre authorize; never in tents, vehicles, or museums; never around minors.

8) Uniform, Kit, and Property

- **Uniform:** Nondescript BDU **khaki top** and **brown bottoms**; no rank, unit, or cosplay insignia. Boots participant-supplied.
- **Loaner kit:** Helmet, web gear, canteen, e-tool, wool blanket, **TL-122** light, towel, BDU top/bottoms.
- **Keep-kit:** Stenciled tees, waterproof journal, PT shorts, DLA polo, decals/pins. (*Musette not issued.*)
- **Care & Loss:** Participant is responsible **only** for loss/damage from **negligence, abuse, or failure to follow care instructions**—not normal wear-and-tear. Report issues promptly.
- No personal weapons. Knives only if authorized for field tasks and stowed when not in use.

9) Privacy, Media, and the Covenant

- Fireside conversations are covered by the cohort covenant: **“Strength = honesty; we protect each other’s stories.”** Do not disclose peers’ personal stories without permission.
- Media is controlled. No posting imagery that disrespects sacred sites or other guests. Public use requires signed consent per DLA Media policy.

10) Inclusion & Anti-Harassment

- DLA prohibits harassment or discrimination based on race, color, national origin, sex, gender identity, sexual orientation, religion, age, disability, or veteran status.
- Report concerns immediately to cadre; two-deep adult rule in place; no closed-door one-on-one with minors.

11) Misconduct & Consequences (graduated)

- **On-the-spot corrections:** push-ups, gear re-inspection, extra field tasks.
- **Formal counseling:** documented warning and loss of privileges.
- **Probation:** temporary removal from an evolution; conditions to return.
- **Removal:** for safety risk; insubordination; harassment; alcohol or drug violations; theft; vandalism; sacred-site misconduct. Tuition after the final refund window is not refunded (see Terms).
- **Restitution:** for negligent damage or loss of DLA/partner property.

12) Reporting, Safeguarding & Escalation

- Use the nearest cadre. If the issue involves that cadre, use the next-senior cadre or the DLA Lead.
- Emergencies: call out loudly; activate watch; follow casualty procedures as briefed.
- All safeguarding concerns are documented and elevated per DLA's call tree.