

SOUTHERN LEYTE CORAL REEF CONSERVATION PROJECT

**PROJECT SUMMARY FOR SCHOLARS
APRIL 2018**

Tel: 0947 627 9853



Venture provided by Coral Cay Conservation (a trading name of Adventure Lifesigns Ltd) to the British Standard BS8848: Specification for the Provision of Visits, Fieldwork, Expeditions and Adventurous Activities outside the UK (independently assessed)

This document provides a summary of important information specific to the Southern Leyte Coral Reef Conservation Project for Local Scholars. Please ensure that you read this guide thoroughly before joining the expedition, and that you also leave a copy with family and friends.

1. The Project

CCC has worked to survey and safeguard reef and rainforest areas in the Philippines since 1995. Project locations have included Palawan, Danjungan Island, Luzon and Negros.

The Southern Leyte Coral Reef Conservation Project was initiated in September 2002. The project is based at Sogod Bay in the province of Southern Leyte, Eastern Visaya. Following the completion of accessible surveys from the previous sites near Padre Burgos and Malitbog, the project is now based in the municipality of San Francisco, Liloan on Panaon Island which lies on the south-eastern side of Sogod Bay.

Our survey effort is currently focused on establishing and assessing Marine Protected Areas (MPAs). Surveys are conducted both inside and outside MPAs in order to assess their biological state and help inform future management decisions. This data collection is conducted alongside community education and capacity building programmes.

2. Philippines Customs and Culture

CCC works in the Philippines under the invitation of the Provincial Government of Southern Leyte, and the local communities within the project area. As such, we are guests in the Philippines and therefore have a duty to ensure that we behave accordingly and conduct ourselves with every due respect, courtesy and consideration to our hosts. All volunteers, including local scholars, will be expected to conduct themselves with the care and consideration that they themselves would expect of any guest in their own home.

CCC reserves the right to terminate the expedition of any volunteer whose behaviour is deemed to be offensive to our national hosts and detrimental to the excellent relationship CCC has with our local partners.

3. Expedition Staff

CCC expedition staff members are on hand to ensure the smooth running and safety of CCC expeditions. In addition to the staff detailed below a Community Liaison Officer may also be active on site.

- **Field Base Manager (FBM)** - has responsibility for the on-site management of the expedition.
- **Project Scientist (PS)** - has responsibility for the planning and co-ordination of the science programmes, and preparation of reports. The PS deputises for the FBM should there be a need.

- **Science Officer (SO)** - is responsible for expedition science on-site, including education and training.
- **SCUBA Instructor (SI)** - a qualified PADI Instructor responsible for providing SCUBA training for host country scholars and international volunteers.

NB – CCC strives to run mixed sex staff teams and we do our best to ensure that we have both sexes represented in our on-site management team.

4. Expedition Base

Scholars (with the international volunteers) will be based in Napantao Dive Resort, Napantao, San Francisco, Sogod Bay. Coral Cay has exclusive use of the resort buildings. This accommodation has been generously provided by the Provincial Government of Southern Leyte.

Up to 40 persons can be accommodated and there is a good supply of potable water and fresh water for showering, 24hr electricity supply (240v) is available, although it should be noted that the area is subject to occasional brown outs. Being located within Sogod Bay, the expedition base is ideally situated for coral reef training and research activities. The reefs directly in front of the base contain some of the most beautiful and biologically diverse hard coral colonies in the world.

Sleeping accommodation is in shared, single sex dormitories. Each scholar/volunteer is provided with a bunk and mattress, and all beds are protected with mosquito netting. A small number of snacks and cold beverages are available but this is at an extra cost.

5. Catering

Evening meals (with the exception of Sundays) are prepared by local catering staff, although scholars/volunteers are expected to lend a hand! Breakfast and lunch is prepared by staff/volunteers/scholars on a rotational basis. Meals are based upon local cuisine and seasonal availability of locally produced food. Meals are served in the communal canteen and mealtimes are fixed in order that the day's survey activities can be effectively managed. Vegetarians are catered for on all expeditions.

6. Communication

The expedition base is fully equipped with radio-telecommunications to provide 24 hour communications cover. However, routine use of this facility is limited to project management and operations, and scholars/volunteers are not at liberty to use these facilities for personal use other than in an emergency. The Coral Cay project address is:

Coral Cay Conservation
 Napantao Dive Resort
 San Francisco 6613
 Southern Leyte, Philippines

7. Day-to-day routines

The main focus of life on site is the collection of scientific data. This will take priority over all other aspects of the expedition and will determine the daily, weekly and monthly schedule. Expedition life is challenging but with the right attitude and work ethic will be one of the most rewarding experiences of a scholar's life.

When, first arriving on site, scholars/volunteers will start their intensive training programme. For those who are not qualified to PADI Advanced Open Water or equivalent, the first week on site will be spent on the CCC SCUBA Training Programme, where our on-site instructor will take students through the core dive courses. The following two weeks will focus on the in-depth Skills Development Programme (SDP) where CCC field staff will give lectures, workshops and practical in water species 'pointies' to build on a scholar/volunteer's knowledge of the marine world (see the Science Workbook for more detailed information on SDP). Once the training is complete scholars/volunteers will be able to join the survey team and start collecting research data.

On average, scholars/volunteers will dive twice a day as long as the weather conditions and base logistics allow. There will be days when this is not possible and so all should be aware that there is **no guaranteed number of dives per day**.

Once every four weeks the field staff will aim to schedule a night dive. This will be a purely recreational dive and will only be for those who wish to participate. This will be a rare opportunity to see a host of creatures not normally seen during survey training.

Below is a general schedule of a typical day and week on a CCC expedition site. Please be aware that this can, and most likely will, change depending on weather or other factors.

A typical CCC Week

Day 1: Training/Surveying
Day 2: Training/Surveying
Day 3: Training/Surveying
Day 4: Training/Surveying
Day 5: Training/Surveying
Day 6: Recreational Diving
Day 7: Day off/Community work

A typical CCC day:

06:00 – Breakfast
06:45 – Chores
09:00 – Dive **NB: During SDP, lectures and tests will be fitted between the dives**
12:00 – Lunch
14:00 – Dive
18:00 - Dinner

Over breakfast, the team discusses any final planning details for the day's activities before dispersing to prepare themselves for departure into the field, usually at 8.00 am. Over lunch, the morning's work is discussed and reviewed by the team and the data is transferred onto recording forms before returning to the project area in the afternoon. Throughout the day, scholars/volunteers may be asked to assist with routine maintenance of the base camp and expedition equipment. The day's activities are reviewed over dinner in the evening and the collected data entered onto data recording forms and a computer database. In the evening the team

plans the following days activities and discusses any issues they may feel require attention. Further 'advanced' lectures and training may be provided in the evenings.

As can be seen in the schedule above, day 6 of the week is reserved for recreational activities, which may include SCUBA diving or participation in advanced training courses; however, this is under the assumption that the weekly targets for data collection have been met.

There are routine base camp chores to be completed each morning and from time to time scholars/volunteers may be required to assist with various infra-structural development projects at the base camp. The seventh day of the week is reserved for equipment maintenance, additional training and visits to local communities. Diving is not permitted on day seven in order to allow for off-gassing.

Although life on site is busy there will be periods of 'downtime' where scholars/volunteers will be able to relax. During these times scholars/volunteers over the age of 18, will be given the option of leaving the confines of the expedition site so that they can explore the local villages. **Please note that CCC will have no responsibility for scholars/volunteers when they leave the expedition site.** CCC staff will also try and organise activities within the local community to give scholars/volunteers the chance to engage with the villagers. During these times all must dress and behave respectfully as our relationship with the community is vitally important for the success of the project.

Although alcohol is available on most sites, due to the nature of dive expeditions, there are strict rules in place regarding the quantity that can be consumed.

There is the opportunity to socialise over a drink at the end of the day and the evening of day 6 is usually reserved for an end of week organised social event at the expedition base.

Alcohol consumption is moderated at all times, and **drinking games involving the use of alcohol are strictly forbidden.** Excessive alcohol consumption is not permitted as this may lead to a scholar/volunteer putting either themselves or another team member at risk, and may offend our local project partners. Furthermore, accidents occurring while 'under the influence of alcohol' may prejudice the scholars/volunteer's medical insurance cover and is a major factor in dehydration related decompression illness.

Except on the evening of day 6, the bar is open between 6.00pm and 10.00pm and the **maximum** permitted alcohol consumption is two bottles of beer (330ml) per evening **or** one large glass of wine (250ml); the consumption of spirits is strictly not permitted during these days.

8. Work Groups

In order to distribute the daily workload fairly, the expedition team is usually divided into smaller work groups, each having responsibility on a rotational basis for certain aspects of the daily expedition work.

Daily tasks that the work groups will complete may include the following:

- Assisting in the preparation of food and ensuring the kitchen and eating area are tidied after meals.
- Ensuring that the expedition base is kept clean and that maintenance tasks are completed daily.
- Preparing survey and safety equipment for use during the day's fieldwork.
- Assisting in the loading and unloading of expedition equipment onto CCC field vehicles or boats.

Whilst these tasks may be simple, they are essential to the safe operation of the expedition and all scholars/volunteers are asked to complete these tasks to the best of their ability.

9. Getting to the expedition base

Scholars are expected to make their own way to CCC's expedition base in Napantao, San Francisco. The cost of travel to and from the site is **not** covered by the Scholarship scheme.

Scholars coming from outside of Southern Leyte will either need to fly to Tacloban airport or get a ferry to one of the many ports on the island. From the airport or ferry terminal, it should be possible to get a bus or V-hire to Liloan (potentially via Sogod). At Liloan, a habel-habel will take you to Napantao via Habay, (most habel-habel drivers will know where the CCC base is).

10. Insurance

It is essential that all scholars have dive insurance which will cover the duration of their stay with CCC. The Scholarship Scheme does **not** cover the cost of insurance. CCC are happy to organize this for scholars with 'InDepths', or scholars can organize insurance themselves. If a scholar organizes their own they must pass on all policy details to the PS and ensure that the policy covers the following:

- Scuba dive training
- All medical costs associated with scuba diving, including decompression chambers and unlimited diving to a depth of 30 metres.
- Helicopter Rescue.
- Light manual labour.

If a scholar would like to Purchase InDepths insurance they must inform the PS who will email the required application form. This should then be returned promptly to the PS. The coverage will be organised by CCC and scholars will need to pay in cash on

arrival on site. Scholars can choose from annual or monthly cover. Costs are subject to change due to exchange rate fluctuations but are in the region of:

- InDepths Scubamedic Annual Cover - 2,580 PHP
- InDepths Monthly cover – 1900 PHP

11. Personal expenditure

Scholars/volunteers should be aware that, while CCC covers most of the expenses for the expedition and training, including food and accommodation, it is recommended that scholars bring some money for personal expenditure should they wish.

12. Clothing

On marine-based expeditions, a few pairs of shorts, swimwear and t-shirts are all that scholars/volunteers are likely to need for everyday use. A pair of lightweight trousers and a long-sleeved shirt is essential to keep the sun and biting insects off. Scholars/volunteers should also ensure that they bring a hat, sunglasses and a sturdy pair of shoes or sandals (please note that the wearing of footwear is compulsory when on the expedition site). A warm top (e.g. sweatshirt) is recommended for the occasional chilly evening, and a cheap lightweight waterproof top is recommended to protect against showers and wind.

There are basic facilities for hand washing clothes on-site but washing powder may not always be available. Scholars/volunteers are therefore advised to bring a small amount of (Preferably - environmentally friendly) washing powder.

13. Toiletries

Scholars/volunteers should bring adequate supplies of toiletries and cosmetics (including contact lens solution, razor blades, tampons, etc.) to last the duration of their expedition. Wherever possible, please ensure that these items are biodegradable and environmentally friendly (i.e. low in nitrates and phosphate-free).

14. Bedding

Dormitory style sleeping accommodation will be provided, including a mattress and mosquito net (or a room with mosquito netting fitted to doors and windows). Volunteers should bring a pillow, two bed sheets or a sheet and a summer sleeping bag/sleeping bag liner (or light blanket).

15. Medical kit

Please ensure that you bring any medications that you require for pre-existing conditions with you. The medical facilities on base are supplied with basic first aid equipment and medications for common illnesses. Should any scholar/volunteer need to use these supplies they will be required to pay to replace them.

16. Dive equipment

CCC will provide scholars with all the equipment necessary for diving, including the following:

- Buoyancy Control Device (BCD)
- Regulator fitted with octopus
- Weights
- Digital depth gauge and bottom timer
- Underwater compass
- Diver knife
- Dive slate
- Underwater torch
- Open foot fins
- Diving booties
- Mask and snorkel

CCC asks that scholars with their own SCUBA equipment do bring it along.

17. Essential expedition kit NOT provided

Whilst CCC will provide most of the essential equipment necessary for use on an expedition, scholars are required to provide certain items of equipment for their personal use.

- Toiletries (biodegradable wherever possible)
- Swimsuit
- Personal clothing
- Sleeping sheet
- Pillow
- Torch and rechargeable batteries
- Towel
- Sturdy shoes or sandals

Should you have any questions regarding your Scholarship with CCC, please contact the Project Scientist:

0947 627 9853

lrcp@coralcay.org

Appendix A - Medical Notes

All scholars/volunteers are required to complete and return the five-page CCC *Marine Medical Form* to CCC HO for approval. A **doctor must sign and stamp these forms**. This information is kept in strictest confidence.

Medical forms are either cleared in house or if needed forwarded for confidential independent review to the Diving Disease Research Centre (DDRC). Based upon their advice, CCC reserves the right to refer a scholar to a specialist for further medical examination and/or reject and/or cancel any scholar's expedition application/offer of an expedition placement with CCC.

It is therefore essential that all scholars;

- **Provide accurate information on all medical forms provided to CCC. CCC will not accept any liability in the event that a scholar has not fully disclosed all details on the medical forms provided by CCC (note: failure to disclose this information may invalidate medical health insurance).**
- **Submit their completed CCC *Medical Forms* as soon as possible after receiving confirmation of their placement.**

Medical Advice

The following notes have been compiled to help ensure scholars safety whilst on expedition. scholars must consult their doctor on all aspects relating to their personal health prior to participating on an expedition. *CCC cannot offer medical advice.*

On some CCC expeditions a MO (usually a doctor, nurse or paramedic) may be present. If not the FBM fulfils all medical requirements. Casualty evacuation procedures have been devised for each expedition in the event of a serious injury or medical problem.

Please note that scholars are personally liable for any expenditure incurred in relation to medical treatment that CCC cannot offer at the expedition base (e.g. referrals to a doctor or specialist, medical evacuation, hospitalisation, etc.) It is therefore essential that scholars obtain suitable medical insurance prior to arrival at the expedition base.

A few useful suggestions

- Every effort is made to ensure that balanced meals are provided at the expedition. Diet may vary due to seasonal availability of local produce and logistics of supply.
- Scholars should make sure that they see a dentist before departure. There are no dental facilities on expedition sites. Dental problems may exclude people from diving.
- CCC provides first aid medical kit, however scholars should bring more than adequate supplies of any medication that they normally use. A good rule of thumb is double the amount.

- In some locations, the mosquitoes and other biting insects can be prevalent; scholars should bring plenty of insect repellent. Please note that repellents containing high concentrations of DEET (above 55%) are not recommended as they may irritate existing insect bites and other skin wounds. Scholars with sensitive skin should consult their doctor on the most suitable insect repellent for them. scholars should bring a lightweight pair of long trousers and a long-sleeved shirt for added protection.
- Avoid excessive exposure to the sun. Acute over-exposure is highly dangerous, most sun-screens block UVB (ultraviolet) radiation but are largely ineffective against UVA (different wavelength): both UVA and UVB cause skin cancer and skin ageing, so slapping on loads of sunscreen and remaining in the sun can be potentially dangerous. Lightweight clothes reduce both! Scholars should ensure that they bring plenty of high-factor waterproof sun block and lip-salve.
- Water requirements increase enormously in the tropics. It is recommended that scholars drink plenty of water throughout the day. We strongly advise scholars to bring a good supply of 'Dioralyte' (or other make of rehydration salts) with them.
- Personal hygiene is crucial in the tropics. Without proper hygiene, bacterial infections are easily caught, and the price scholars pay for not washing their hands after going to the toilet may be a severe bout of diarrhoea - enough to put them out of action for several days.
- A good SCUBA diver is one that does not come into contact with coral. There are also a few poisonous reef species and to avoid any nasty surprises, divers should keep their hands well away from marine organisms.
- Ear infections caused by continued exposure to the sea can be a problem. Scholars are recommended to rinse their ears out with clean, fresh water after each dive. Bring ample supplies of a suitable antibiotic if recommended by a doctor.
- One of the most common expedition injuries are foot wounds, these usually take a long time to heal and can seriously disrupt a scholar's expedition. Simply remembering to wear footwear can avoid a lot of discomfort and disappointment! **Please note that wearing footwear around the expedition camp is mandatory on all CCC expeditions.**
- 'Nappy rash' is not restricted to babies! Working in hot, humid environments and/or the constant exposure to salt water can have very painful consequences. Take lots of medicated talcum powder and avoid wearing wet swim-wear and diving wet suits any longer than necessary.

And finally.... remember that prevention is always better than a cure. Medical facilities are limited on the expedition and CCC cannot provide for every eventuality, so please be sensible! In all cases scholars should consult their doctor before departure.

Appendix B - Dive Standards

Please note that the following is a cut down version of the CCC Dive Standards. The full document can be provided on request.

NB: the phrase 'volunteer' relates to anyone participating on a CCC expedition under the guidance of the expedition staff. The phrase 'Medical Officer' (MO) relates to the Medical Officer, or, if there is no MO present, the FBM.

All Coral Cay Conservation (CCC) diving takes place in remote areas and as such, access to decompression facilities and emergency medical care can be limited. It is therefore imperative that all dives are conducted within the following standards. Individuals who endanger themselves and others by knowingly diving outside of these standards will be required to leave the expedition immediately.

The following regulations are based upon the principle that CCC volunteers will be diving a **maximum** of three times a day, six days a week, with one-day non-diving. However, CCC personnel may undertake fewer dives than this dependent upon weather, logistics and other limitations.

All CCC volunteers and staff must be trained to a minimum of PADI Advanced Open Water or equivalent before they are able to take part in any marine based CCC activities. Any staff or volunteers who do not meet this level will be given the appropriate training by the on-site PADI Instructor.

Dive Profiles

- The maximum depth permitted for any dive is 28 m.
- The maximum depth for divers qualified to only PADI Open Water Diver (or equivalent) is 18m
- Those undertaking SCUBA training are restricted to the depths outlined in the PADI Instructor Manual and at no time greater than 28 m.
- The longest Bottom Time (BT) employed by CCC is 60 minutes under the condition that this does not exceed the No Decompression Limit (NDL) limits set out on the PADI RDP. BT is defined by PADI as: "The total time in minutes from the beginning of descent until the beginning of the final ascent to the safety stop".
- Divers should not make more than one descent during a dive if the descent has gone deeper than five metres. Once an ascent has begun from deeper than five metres, divers should not re-descend except in the case of emergency, or for the specific purposes of PADI SCUBA training.
- Only during PADI SCUBA training courses, and only under the direct instruction of the SI, divers may re-descend during a dive. These training dives must follow the guidelines laid out in the PADI Instructor Manual.
- At the end of the no-stop BT, divers must make a direct ascent to the safety stop, following the PADI recommendations regarding ascent rates.
- A three-minute safety stop at five metres is mandatory on all dives deeper than five metres.
- Dives that require decompression stops are strictly not permitted at any time.

- The maximum number of dives permitted per day is three.
- Where repetitive dives take place, the deepest dive is carried out first, with each successive dive to the same or a shallower depth. **The second dive must never exceed a depth of 18m.**
 - NB: Any dives shallower than ten metres shall be treated as a ten-metre dive and so can be followed by a dive of up to ten metres.
- During the PADI training courses only, confined water training dives of five metres or less may be followed by deeper open water training dives as outlined in the PADI Instructor Manual.
- During the PADI Advanced Open Water Deep Dive only, an exact surface to surface time will not be implemented but rather the bottom time agreed upon with the instructor ensuring that a safe ascent time is implemented.
- A mandatory 24-hour tissue de-saturation period (i.e. "no diving day") is required during one day in every seven.
- Confined dives of five metres or less may be carried out on the 'non-diving day' but strictly only for the following purposes:
 - During the course of the Skills Development Programme (SDP)
 - To conduct advanced training courses such as PADI RD
 - To provide remedial training for PADI Open Water Diver and Advanced Open Water Diver courses.

Dive Tables

- CCC utilises the PADI RDP - Table Version to plan and implement all diving, excluding computer diving (see below).
- The maximum depths and no-stop BT's, which CCC adheres to on all dives excluding multilevel computer dives (see below), are outlined in the CCC Standard No-Stop Bottom Times and Maximum Depths (see table below).
- The use of the PADI eRDPML for multi-level diving or any other decompression tables for any single level or multi-level diving is not permitted.
- Survey dives (and recreational dives where computers are not used) are planned and conducted using the dive profiles detailed on the CCC Standard No-Stop Bottom Times and Maximum Depths (see table below).
- After every dive the 'Pressure Group' of each volunteer must be calculated on the PADI RDP Table Version using the 'actual' depth and bottom time for the dive.
- When 'repetitive' dives are being undertaken, the 'Pressure Group' of each volunteer must be calculated to ensure that they are re-entering the water in the 'A' Pressure Group.
- Volunteers are personally responsible for ensuring that they are aware of their own Pressure Group (as per the PADI RDP Table Version) at all times.
- The minimum surface interval between dives is determined by the requirement of re-entering the water in the 'A' pressure group. This will be in accordance with the PADI RDP.
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Coral Cay Conservation
Standard no-stop bottom times & maximum depths

Do not exceed at any time unless on a pre-planned computer dive

	Night Dives	Standard Profiles									Computer Dive
Maximum depths (Metres)	12	≤10	12	14	16	18	20	22	25	28	28
Maximum no-stop bottom time (Minutes)	37	60	60	50	42	36	32	27	21	13	37
Max surface-to-surface time (bottom time + ascent time) (mins)	45	68	68	58	50	44	40	35	29	21	45

Appendix C – CCC Code of Conduct

Please note that this code of conduct is a simplified list of the expectations of you as an expedition participant. Participation in the code of conduct is necessary for all individuals to ensure the safety, professionalism and harmony of our expedition sites. It is CCC's aim that its expeditions are safe, enjoyable, inoffensive and non-threatening for all expedition participants.

Racism, Sexism, Homophobia, Discrimination

CCC has a zero-tolerance approach to Racist, Sexist, Homophobic or discriminatory behaviour. All are expected to accept volunteers as equals regardless of background, beliefs or sexual orientation.

Training

All expedition participants are expected to apply themselves fully to the training provided. CCC will not allow individuals to partake in activities if they are not suitably qualified or have not achieved minimum requirements in training. CCC will however continue to teach and train an individual until they achieve this minimum requirement or their expedition time is completed.

Policy

All expedition participants are expected to adhere to CCC policy and actively involve themselves in ensuring that they meet it and other participants achieve this aim. The operations manual CCC has developed over 21 years has at its core an ethos of safety, professionalism and common sense. All expedition participants are allowed to seek reasons for policies should they wish.

Safety rules

Expedition participants are expected to strictly adhere to policy relating to the safety of themselves and/or others. It is CCC ethos that participants be involved in the risk reduction and mitigations process.

Behaviour

CCC expects expedition participants to act in an appropriate way towards each other and outside individuals. CCC does not accept the following as acceptable behaviour and will dismiss volunteers without notice from the expedition site:

1. Violence to the person, another individual/s or property. This seriousness of such action is in no way diminished by the influence of alcohol.
2. The use (or attempt to gain/use) of narcotics and pharmaceuticals of a controlled without permission of a medical professional.
3. The use of drugs illegal for use in the UK.
4. Extreme cultural insensitivity as an individual act or sustained behaviour offensive to cultures or beliefs.
5. Threatening or offensive behaviour towards another individual/s or property.

Cultural Considerations

CCC expects all participants to embrace the ethos of treating all as equals and working together as a team. All participants are briefed on arrival at expedition site on cultural considerations for the host country. Individuals with cultural or religious

needs are responsible for discussing issues with the Head Office before arrival on site. CCC aims to accommodate all and believes in equal opportunities in so far as physical ability is not a barrier to safety of the individual or others.

Environmental Considerations

CCC expects all participants to reduce their impact on the environment to the minimum possible. Information is available to assist with this and relevant advice will be provided at pre-departure meetings and during time in country.

Breaches of Code of Conduct

Serious breaches of the code of conduct will be treated as gross misconduct and dismissal will be immediate. Where behaviour has been wilful or dangerous volunteers will be asked to leave. Where breaches are made by mistake, the individual will be talked to by their direct manager who will explain the reason for the particular policy. CCC operates a policy of single verbal and written warnings before dismissal from site in less serious cases, such warnings can only be issued with the consent of a Director of the organisation. It is important to note that the warnings do not necessarily have to be issued for similar breaches of the code. It is also important to note that CCC reserves the right to accelerate the disciplinary process should it feel it necessary to prevent danger, harm or offence to other expedition participants.