



# CEO's Letter of Commitment

## **Our students' safety is paramount.**

At Year On, we are committed to ensuring student safety physically, mentally, and emotionally. While students are in our program, we aim to give them the confidence and clarity for their next steps in life and we know that can only be achieved if they are in an environment that challenges them in a structured and safe way. Our staff is trained to meet students where they are and help them navigate our program in a way that helps them grow as individuals in relationship with themselves, their community, and the world.

## **We will accurately represent our program and the inherent risks.**

While our staff will do everything in their power to mitigate risk and promote student safety, we understand that we cannot foresee nor prevent every accident. Our program takes place in two locations: developing countries outside of the United States and in San Francisco, California. We make it clear to both program participants and their stakeholders that while our staff's main purpose is to make sure students are safe (on all levels) we can only do our best to mitigate the inherent risk that exists in the world.

## **We will honestly assess student fitness for our programs.**

Year On has an admission process that is similar in structure to a university application. Students are required to submit an application online and complete an interview over the phone, which is then reviewed by our admission team. If students are deemed a good fit for our program, they are offered a spot in one of our programs. Year On does not and will not provide commission to counselors on a referral basis though we do welcome counselors to make recommendations to our program.

## **We will vigorously protect our students, programs, staff, and program by following the proper insurance and registration processes.**

Year On complies with all insurance requirements needed by an educational institution. We work with third parties who can also offer an added layer of support and insurance to our organization. We offer international health service to our students while they are abroad during the Explore phase, and we require all students to have proof of insurance in San Francisco during the Focus phase.



## **We will be thoroughly prepared to respond to any emergency situation.**

Year On has a robust escalation protocol for minor through major incidents. While abroad, students work closely with our on the ground partners as well as our staff member to ensure issues are dealt with in an efficient and appropriate manner. Another level of emergency response is through our relationships with OSAC and the State Department's Regional Security Officers in the regions that we have students.

## **We will take extra measures to ensure our staff are fully trained and equipped to support our students.**

Year On staff who work directly with students are thoroughly trained to ensure they are prepared to deal with any situation that arises in regard to our programs. All program staff are certified in First Aid & CPR, as well as trained in the administration of epinephrine and working with students on psychotropic medications. We also support the personal and professional development of our employees as it relates directly to their work at Year On. Examples include courses and conferences on topics such as risk management, education management, digital marketing, and various coaching certifications.

## **We will constantly improve our inclusion efforts and access and to create a supportive and open community for our students, staff, and stakeholders.**

Year On strives to be an inclusive community of coaches and students. We hire top of the line professionals who are can offer a diverse view of the world to our student body. We're committed to directly reflecting our student body in a thoughtful, supportive way. We do not tolerate discrimination of any kind.

## **We will thoroughly vett our partners and hold them to the same rigorous standards as ourselves.**

Year On commits to partnering with organizations that are completely above board and in relationships that are mutually beneficial. All potential partners must pass an inspection and research process performed onsite by a member of our team. All approved partners must sign a memorandum of understanding and consistently meet our standards through regular spot checks.

We believe that students taking a gap year deserve support that is exceptional. While abroad and in San Francisco, our students receive direct support from their coaches, our program staff, and our stakeholders. We are firmly committed to supporting students in gaining the confidence, clarity, and direction they need for college and beyond.

**Charlie Taibi**  
**CEO, Year On**  
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