

WARRIOR HOUSE RULES

The rules for HOUSES FOR WARRIORS Cooperative Living have been established to help you reestablish and maintain boundaries in your life, while maintaining a safe and caring environment for all who reside here. These rules have been carefully thought out and have been put in place to help you in your journey toward a successful life.

***Violation of the House Rules could lead to termination of stay agreement. Tenant will no longer have access to the benefits of the program.**

1. ADMISSION

- Admission into the Warrior House is a privilege and not a right.
- Upon admission and at any time, the Warrior must submit all possessions and person to inspection.
- An inspection may be conducted at any time that there is a reasonable cause to suspect that contraband, synthetic drugs, illegal drugs and/or illegal drug paraphernalia may be present either on the person or in the room/personal space assigned to that person.
- All Warriors will be supervised by the Warrior House Program Staff and/or House Manager during their stay in the Warrior House. All requests and problems will be channeled through the Warrior's Case Manager.

2. SPIRITUAL LIFE

- The WHP is Holistic Program. As such, there is still a spiritual component encouraged.
- The following will be available to any Warrior who requests:
Worship/Chapel services, Bible studies, prayer services and public services that are essential to their program advancement.
- All Warriors are **NOT** required to attend such services and classes;

3. PRIVACY

- Since the Warrior House is a residential live-in program with many Warriors in the program there should be no expectation of privacy.
- Personal spaces are designed for two-three men.
- WHP reserves the right to perform room searches when deemed necessary by the Warrior House Program Director.
- WHP also reserves the right to use closed circuit TV in hallways and entrances for security purposes.

4. PROBATIONARY PERIOD

- During the Orientation Phase/Phase One, the Warrior will be on probationary status.
- WHP Staff will observe and decide if the Warrior meets the requirements to continue in the WHP.

5. GROWTH

- During the Warrior's stay at the Warrior House, the Warrior will be required to show progressive growth.
- **"Growth"** constitutes participation in work therapy, classes, meditation, spiritual studies, room cleanliness, personal hygiene, completion of weekly workshops or classes, completing appointments at VA or with their VSO, completing weekly and monthly goals, and more.
- Growth is also measured in terms of the development of character, integrity and relationships with other Warriors in the WHP.
- Failure to produce such growth constitutes grounds for dismissal.

6. FAMILY VISITS

- Family visits are allowed in accordance with the Warrior House privileges and restriction guidelines.
- Personal Visits are to be made in the common areas of the house only. Visitors are not allowed in the Warrior living spaces.

7. DRUGS, ALCOHOL & SMOKING

- The following items, but not limited to, are not allowed in your possession or in your room/personal space or used anytime during the program:
 - Alcohol.
 - Synthetic drugs.
 - Illegal substances.
 - Illegal paraphernalia.
 - Unapproved Prescription Medication.
 - Medication that is not prescribed to you.
- Warriors must take prescription medication prescribed to them according to the Doctors instructions.
- Warriors are not allowed to have contact or association with individuals under the influence of, or in possession of, the previously mentioned substances.
- While in the program Warriors will be required to submit to random drug tests, breathalyzers and room searches.
- Thirty (30) minutes will be allowed for the Warrior to submit to a UA. Warriors waiting to submit to testing will be supervised in a secluded designated area, no exceptions. If the Warrior leaves the designated area this will constitute a failed UA. Failure to submit a UA within thirty (30) minutes will be considered a failed UA.
- A positive (failed) drug test or failed breathalyzer may be grounds for immediate discharge from the WHP.
- **NO SMOKING** is allowed in any structure on property. This includes, the house, garage and sheds. Designated smoking area is the back porch ONLY. Warriors who are caught or suspected of smoking outside of the designated area will be warned the first time. Second offense will be grounds for immediate dismissal.
- **Marijuana Policy:** No Recreational Marijuana is allowed during time in our program and will not be permitted on the property. Medical Marijuana is permitted with valid Medical Cards only.

8. VIOLENCE

- Violence, abuse or threats of violence or abuse are not allowed at any time. This includes swearing, threats, name-calling or threatening tone or level of voice towards Staff or other Warriors.
- Horseplay will not be allowed as this can lead to aggressive behavior.
- Bullying, passive-aggressive behavior, or disrespect will not be tolerated.

- The meditation room is a space to use as needed and encouraged when you are *triggered, charged, or feeling angry*.

9. WEAPONS

- No weapons of any kind will be allowed for the duration of the program. This includes firearms, knives or any other objects that may be used as weapons. Weapons are to be surrendered to Program Administrators upon admittance to the WHP. They will be kept in a safe place until Warrior has completed the program.

10. ILLEGAL/UNACCEPTABLE ACTIVITY

- Illegal activity will not be tolerated. This includes any previously stated, but not limited to, activity or behavior that would be considered illegal in a society. You will be held accountable for every choice you make while in WHP.

11. MAIL

- The WHP Program does reserve the right to inspect and censor all incoming mail and packages as they are being opened by the addressee for security purposes.
- The WHP may, at Staff discretion, restrict a Warrior from communicating by mail with specified individuals at the request of Staff, family members or close friends.
- Warriors are encouraged to write their spouse, children, parents or other persons designated as “family” on a regular basis according to their Individual Service Plan (ISP).

12. FOOD

- **No** food is allowed in the Warriors’ room/personal space. If you purchase special foods for your own consumption, label the food with your name and place it in the appropriate place in Dining Hall Pantry

13. PERSONAL PROPERTY/FINANCES

- The Warrior House Program is not responsible for lost or stolen valuables, prescription drugs or other personal belongings.
- Panhandling or borrowing money/items from anyone is not allowed.
- Discussion of one’s personal financial ability or lack thereof will not be tolerated.
- WHP Staff is not allowed to hold finances or personal items for Warriors.
- Financial Education, planning, and resources will be part of this program with the help of staff and volunteers.

14. DRESS CODE

- Warriors are only allowed to have clothing that will fit in their personal space.
- Warriors in all Phases must be dress appropriately when not in the personal space (room).
- Sagging of oversized pants will not be allowed.

- Warriors are not allowed to wear the hood portion of their hoodie or sunglasses indoors at any time.
- Tattoos that are offensive or vulgar in nature must be covered. No new tattoos will be allowed while in the program as you are **required to be saving money for your future.**
- Shoes should be worn always but is not required.
- Dress must be modest in keeping with moral standards. Professionalism is always highly encouraged.

15. LAUNDRY

- Laundry will be done as needed and at your own risk. WHP is not responsible for damage to any clothing washed in the community laundry equipment.
- You may not use **PERSONAL BEDDING** such as pillows, blankets or sheets.
- **HFW** issued bedding **ONLY. Warriors are required to launder the bedding at a minimum of weekly.** This includes comforters, blankets, sheets, pillowcases as provided by WHP.

16. ROOM/PERSONAL SPACE

- Rooms/personal space must be kept neat and organized always.
- Furniture is not to be moved from room to room/personal space to personal space without permission from the WHP Executive Director.
- No candles or incense burning is allowed in the rooms/personal space. They may be used in the meditation room.
- Personal possessions must fit in the allotted storage space. If a Warriors room/personal space is found with too much stuff he/she will be required to downsize and remove items that take up too much space.
- No Warriors can bring furniture or appliances into their room/personal space.
- Coffee pots, hot plates, toaster ovens, microwaves, etc...are not allowed in the Warriors room/personal space.
- All books must fit in the drawers or on a bookshelf, if available.
- Warriors are not allowed in other Warriors' rooms/personal spaces. If a Warrior desires fellowship with another Warrior they may use the common areas.

17. MEDITATION ROOM (if applicable)

- Meditation space must be kept neat and organized always.
- Furniture is not to be moved
- No personal items are to be left in the space
- Candles and incense may be used but must remain present at all times while lit.
- This is a quiet space. Please respect other Warriors' meditation/prayer and keep conversations outside.

18. HYGIENE

- All Warriors must maintain personal hygiene habits daily. This includes but is not limited to showering, brushing teeth, shaving (beards must be kept neat and trimmed) and wearing deodorant.
- If Warriors need personal hygiene items, they should let their Case Managers know.

- The WHP Program will provide generic hygiene items. If a Warrior has any special requirements or brand preferences it is up to the Warrior to provide these items at his/her own expense.

19. LANGUAGE

- Conversation between Warriors should be positive in nature to strengthen and encourage one another.
- No street talk, cursing, backbiting, gossiping, passive-aggressive or jail talk will be allowed.
- It is also unacceptable to speak in a derogatory manner towards other Warriors (same or opposite sex), Staff or any other person.
- Absolutely **NO POLITICS** will be discussed on HOUSES FOR WARRIORS property.
- Religious preferences will be voluntary, personal and an individual choice without judgment or intimidation. Encouragement and support of individual spirituality will be respected by all.

20. PERSONAL POSSESSIONS

- Each Warrior can bring some of his/her own personal possessions. All items that are out of the ordinary must be approved by the WHP Executive Director.
- All electrical hair dryers, irons etc... must be unplugged when not in use. Because of fire hazards, if any are found left on they will be confiscated.
- Personal electronic devices are allowed including: Cell Phones, Laptop Computers, DVD Players, CD Players, Cassette Players, I-pods, etc... However, all usage of personal electronic devices should be considered a privilege and can be taken away if the Warrior is abusing the privilege. (during workshops, classes, or organized/scheduled program events. Be Present)
- Warriors are not allowed to use another Warrior's personal items.
- Warriors are not allowed to lend or borrow money, items, etc... to or from Staff members or other Warriors.
- Warriors are not allowed to exchange or sell personal items, belongings or services to each other or Staff members.
- Staff members are not allowed to hold finances or personal items for you, apart from Program Administrator regarding weapons.

21. PORNOGRAPHY

- Possession of or viewing of pornographic material outside of personal spaces in any form will not be allowed.

22. GENERAL ETIQUETTE

- All Warriors will observe and maintain the utmost courtesy and manners, demonstrate a professional character and attitude toward others.
- We follow the Golden Rule: No Politics, No Religious Conversation and no War Stories. Keep the peace.

23. PROBATION AND PAROLE

- All Warriors will be expected to cooperate with all law enforcement agencies.

- Warriors who have court appearances, probation meetings, parole meetings, or other legal appointments must set up those meetings through their Case Managers and schedule transportation accordingly.

24. COMMUNITY SERVICE HOURS

- Community Service Hours are the mode of discipline used here in the WHP.
- When presented with hours, Warriors must acknowledge receipt of the hours.
- If Warriors feel they received hours unjustly, they may speak to their Case Manager.
- Community Service Hours are issued upon observance of a violation of the posted rules.
- The Warrior is required to complete the appropriate number of hours required for the violation during the designated times.
- All privileges are suspended while a Warrior has community service hours pending.

25. DISMISSAL

- If Warriors leave or are dismissed from the program, it is mandatory that they take all their clothing and personal possessions with them.
- The WHP shall not be responsible for any clothing or personal possessions left behind by the Warrior.
- If dismissed from the program Warriors may not return for a designated time, which will be determined by a WHP Director.
- If a Warrior is dismissed, he/she is not allowed contact with anyone in the program without approval from a WHP Director.
- **If dismissed due to violation of drug/alcohol/violence rules, Warrior will have 15 minutes to pack and vacate the premises.**

26. GRIEVANCES

- All Warriors have the right to file a grievance in accordance with the Warrior Grievance process without retaliation, restrictions or barriers to services.
- If the grievance is regarding Community Service Hours, the Warrior's privileges will be suspended and the hours will be on hold while the grievance is being investigated.
- Administrator will try to resolve within three (3) working days.
- If the discipline is found to be appropriate, then the hours will stand.
- Warriors may have direct access to the Program Director at some point in the grievance process, if necessary.

Houses for Warriors– Warrior’s Rights

To receive assistance to have basic needs met (i.e., food, clothing and shelter).

To be treated as a respected member of society.

To have your personal information protected.

To understand the rules of your program.

To be treated fairly.

To file a grievance.

To be provided with a safe environment to the best of our ability.

Warrior Code of Conduct

- I understand as a participant in the Cooperative Living that I am responsible for my behavior.
- I will not engage in any inappropriate contact or relationship with any other staff, volunteer, practicum, and participants in the Cooperative Livings.
- I will not use bad language, swear, insult or fight with other people.
- I will refrain from any form of personal abuse towards others, including verbal, physical and emotional abuse.
- I will participate actively in the programs.
- I will try new activities and learn new skills to the best of my ability.
- I will not ask to include my friends, brothers, sisters, or other family member in program activities unless they are so invited.
- I will be on time and dressed appropriately for all program activities, including transportation.
- I will let the Directors of Houses For Warriors know if my plans change and I am unable to keep an appointment or participate in an activity.
- I will not expect the Staff to buy me gifts, give me money or take me on expensive outings.
- I will keep in contact and have open communication with Directors of Houses For Warriors .
- If a problem develops, I will immediately talk to the Directors of Houses For Warriors about it.
- If a problem develops within my family or other circumstances occur that affects my participation in the program, I will contact the Directors of Houses For Warriors immediately.
- I will smoke in the designated smoking area only. The designated smoking area is the back patio.
- I will clean up after myself and will volunteer to help maintain the cleanliness and sanitation of the house.
- I agree to follow all established rules and guidelines of Houses For Warriors, Inc.

The Ten Commitments

These are the commitments you need to make to discovering who you are, and to become who you want to be. We only **encourage** you to make these commitments to yourself, for your life and only you can hold yourself accountable- through your actions and choices every day.

Know Myself

Change & Accountability

Finish & Follow Through

No New Relationships

Communication

Higher Standards

Substance Free

Being Positive

Active in Action

Gaining Employment & Housing



WARRIOR GOAL SETTING GUIDE

WHAT ARE SMART GOALS:

Goals are part of every aspect of business/life and provide a sense of direction, motivation, a clear focus, and clarify importance. By setting goals, you are providing yourself with a target to aim for. A SMART goal is used to help guide goal setting. SMART is an acronym that stands for **S**pecific, **M**easurable, **A**chievable, **R**ealistic, and **T**imely. Therefore, a SMART goal incorporates all of these criteria to help focus your efforts and increase the chances of achieving your goal.

SMART goals are:

- **Specific:** Well defined, clear, and unambiguous
- **Measurable:** With specific criteria that measure your progress toward the accomplishment of the goal
- **Achievable:** Attainable and not impossible to achieve
- **Realistic:** Within reach, realistic, and relevant to your life purpose
- **Timely:** With a clearly defined timeline, including a starting date and a target date. The purpose is to create urgency.

Specific SMART Goals

Goals that are specific have a significantly greater chance of being accomplished. To make a goal specific, the five "W" questions must be considered:

1. **Who:** Who is involved in this goal?
2. **What:** What do I want to accomplish?
3. **Where:** Where is this goal to be achieved?
4. **When:** When do I want to achieve this goal?
5. **Why:** Why do I want to achieve this goal?

LET'S GET STARTED

STEP 1: Identify values. Discuss your values and aspirations.

What's important to you?

What do you value most?

What would you like to achieve in life?

How important is financial success to you?

What types of activities do you most enjoy doing?

What would your ideal career be and why?

What characteristics are important in a manager to you?

What do you see as your greatest attributes, skills, characteristics? Why?

What would you most like to improve about yourself?

What don't or are you not good at that we should avoid?

STEP 2: Identify goals.

What would you like to see evolve from and through our life?

What's your goals for the next 3 months?

What's your goals for the next 6 months?

What's your goals for the next year?

What's your goals for the next 5 years?

Where do you see yourself in 10 years, 20 years?

STEP 3: Reassess each goal using the SMART criteria and questions below to gain clarity for each goal.

APPLY SMART (SPECIFIC, MEASUREABLE, ACHIEVEABLE, REALISTIC & TIMELY) TO THE QUESTIONS ABOVE?

What does that mean to you?

What sorts of things would you need to do to achieve that?

How would you know when you had reached your goal?

Apply the 5 "W"'s to each goal?

STEP 4: PRIORITIZE GOALS

How important is this goal to you?

Which is more important?

What goal is going to take a lot of effort. Are you ready to put in the time, effort and energy?

How would you know when you had reached your goal?

STEP 5: WRITING YOUR GOALS

When will you have your goals finalized and written to share with your mentor?

Within 5 days

Within 7 days

STEP 6: FOLLOWUP AND FOLLOW THRU

How often are you going to follow-up and follow thru on a goal?

How often do you want your mentor to check with you on progression of your goals?

1/week

1/month

STEP 7: ACHIEVEMENT, CELEBRATION

What does success or achievement look like of each goal?

How will you celebrate? With someone? Alone? Will you share?



Mentorship Agreement

Warrior Mandatory Commitments:

I, _____ commit to myself and my mentor the following agreements:

Participation in my mentorship calls is a way to show respect, admiration and commitment to myself and my mentor, and ensures maximum value and results of sessions for each party.

Sessions are initiated **by Warrior-** to mentor via phone call.

Mentor calls are two times per week in the mornings on Tuesday and Thursday- for up to 20 minutes (unless your call falls on a Holiday or is previously renegotiated).

I am responsible to call my mentors on time.

Mentor calls made 1-59 minutes late = 1 hour of community service

After 60+ minutes, it is considered a missed call= 1 hour of community service

3 late calls = 1 missed call

3 missed calls= you are at risk of being dismissed from the Warrior House Program

Cancellation or no show WITH advance notice to my mentor and approved by mentor via phone or text is allowed twice during a 30-day period. Each approved cancellation or no show incurs 3 continuous hours of community service

Cancellation or no show WITHOUT advance notice to my mentor via text or phone is allowed once during a 90-day period

Community Service/Agreement Time:

In the event of accruing community service, such service will be completed within 7 days after accrued

It is my responsibility to track and honor all community service hours

Goal Checklist Commitments:

Before ending each call, Warrior will make a commitment and declare a single step or action to complete one item on their Goal Checklist.

NAME

DATE



Warrior Goal Checklist

WARRIOR'S NAME: _____ MENTOR'S NAME: _____

TOP GOALS

| |
|---------------------------|
| PROFESSIONAL GOAL: |
| |
| PERSONAL GOAL: |
| |
| FUN GOAL: |
| |

Transition Goals:

- | | |
|---|------------------------------|
| _____ Driver's License | _____ Job Application-_____ |
| _____ Veteran ID and DD-214 | _____ Job Application-_____ |
| _____ Birth Certificate | _____ Job Application-_____ |
| _____ Social Security Card | _____ Job Application-_____ |
| _____ VA Medical Benefits/Prescriptions | _____ Gain Employment |
| _____ School Benefits (?) | |
| _____ SSDI | |
| _____ VA Disability/Upgrade/Application | |
| _____ Volunteers of America Intake- | |
| _____ Housing Assistance (SSVF | |
| Grant) | |
| _____ Bus Pass | |
| _____ Food Stamps | |
| _____ HUD-VASH Application (CRC) | |
| _____ Resume Complete | |
| _____ Mt. Carmel VSO Assigned | |
| _____ _____ | |

Voluntary Classes/Workshops:

- _____ Resume Writing
- _____ Financial/Budgeting Class
- _____ Convergence Explorer Class
(2.5 Days)
- _____ Anger Management (?)
- _____ Therapy/Counseling (?)