

Rules of Engagement

By accepting the Terms of Use you have agreed legally to abide by these Rules of Engagement. Any failure to do so, may have severe consequences, including, but not limited to, the expulsion from EO membership or civil liability.

These Rules of Engagement will grow and change over time and with the experiences gathered within the EO community. Please let us know your experiences to help us develop best practises.

These Rules of Engagement are meant to be non-negotiable, mandatory terms based on which family exchanges and internships take place within the EO community when enabled via EOYX. In addition, EOYX has formulated Best Practices, which are thoughtful recommendations derived from experience but which are not mandatory.

EOYX is a blackboard-function only and does not get involved in the selection process or organization of any exchange or experience. Each EO member participating in the exchange is responsible for engaging and evaluating the host EO member, family and/or company for suitability of the exchange including hosting rules, if any.

I. Rules for host families

1. A host family is the family of an EO member that welcomes the child of another EO family to live in their house for at least one night.
 - If EO membership ends during the stay, this will not affect the ongoing exchange.
 - EO member must live in the family permanently. I.e. ex wife of divorced EO member would not qualify.
2. Host families must have at least one own child living under the same roof.¹
 - Single parents may host.
 - „Own child“ may be an adopted or „patch work family“ child, as long as it is living under the same roof.
3. Visiting EO children are more than guests - and in some instances "less" than guests. Host families commit to treat visiting children like their own children.
 - Host families live their lives as they always do. They may, but they cannot be expected to comply with or provide lifestyle or cultural or religious values based on the visiting child's own family.
4. Host families must not be compensated financially for hosting the child. It is important host families don't have the wrong (financial) incentives to host a child.

¹ This is to avoid the „16 year old daughter staying with 25 year old single EO member“-type of situation.

5. Host families are expected to communicate any special expectations, dietary or cultural requests prior to inviting a child to stay at their home.

II. Rules for host companies

1. The expectations depend on the type of program:

Sneak preview internship (typical duration 1-4 weeks)

- Host company is expected to give a special treatment to the visiting child
- Visiting child will not be expected to perform like a normal employee but rather to be a young visiting guest
- Work and responsibility given to visiting child should fit age, maturity and experience
- The objective is for the visiting child to gain an impression of what working life is like and not to make an impact
- Typically, there is no benefit for the company so the idea is that sneak preview internships will not be remunerated

Summer job (typical duration 1-3 months)

- Visiting child expected to be treated like any other employee doing the same job for the same remuneration
- The objective is to gain insights into real working life (by enlarge labour-intensive and blue collar working life) and to earn some money during school holidays while discovering a new culture and country

International internship (typical duration 2-6 months)

- The objective is to gain a valuable working experience
- Host company is expected to give to visiting student assignments similar to assignments given to other students with equivalent level of experience
- Host company is expected to remunerate visiting child in line with local customs for students with a similar qualification and experience
- Visiting child expected to show commitment, motivation, dedication and the willpower to learn and make a professional impact

2. EO member is expected to spend - not much but at least some - extra time with visiting child to share his entrepreneurial story and experience (for example take visiting child to a lunch at least once and share his entrepreneurial story).
3. Host companies must comply with local labour laws and any other regulation that may apply to the internship / summer job in the jurisdiction of the host company.

III. Rules for visiting children

1. Visiting children must ensure compliance with visa regulations and any other local laws.
2. Visiting children must ensure compliance with local tax, work permit and visa laws when working or doing an internship.
3. Visiting children are expected to comply with host family rules and cultural and religious values.
4. Visiting children are expected to participate in host family activities just as the host family's own children are. They are expected to comply with host family customs and show respect for their host family and host country culture and customs.
5. Visiting children are expected to participate in housekeeping work to the extent customary in the host family.
6. If the visiting child has any special dietary, medical, cultural, religious or other requests, it is expected that these are communicated to the host family or host company prior to accepting the offer.

IV. Costs

1. To be covered by host family:
 - a. Food, housing/rent (i.e. visiting child does not have to pay a rent when staying with the host family)
 - b. Family activities (e.g. family visits a museum together)
 - c. Any family holiday, incl. cost of travel, hotel etc. (e.g. when the host family decides to go on a ski week-end while the visiting child is their guest, it would be expected that the host family pays for such trip entirely)².
2. To be covered by host company (if applicable):
 - a. Remuneration as and if agreed between parties
 - b. Taxes, social security etc. if to be carried by employer according to local laws
3. To be covered by visiting child and his family:
 - a. School tuition including school meals, travel to school, any school activities
 - b. Sport or other extra activities
 - c. Health insurance, cost for medical assistance
 - d. Cost of travel to the host family and cost of return travel home
 - e. Clothing, health, beauty
 - f. Out of pocket expenses

² This should be the guiding principle. However, it will not be considered a breach of rules if the visiting child or his family offers to contribute towards such costs.

4. To be covered by visiting child when working:
 - a. Taxes, social security etc. if to be carried by employee according to local laws

Please contact EO Youth Exchange at contact@eoyx.org if you have any question or if you would like to make any recommendations to change or ammend this document.