

OASIS OF NORTHWEST ARKANSAS RESIDENT HANDBOOK

Version 5 – Updated 2026

Oasis of Northwest Arkansas is a women's transitional living community that provides safe, supportive housing and resources for women in recovery and their children.

Oasis offers adult women in recovery the opportunity to regroup so that they may reconnect back into their communities.

The rules, policies, procedures and guidelines at Oasis are in place to ensure the safety, health, and overall well-being of our residents. Oasis homes function as a place to provide residents the skills necessary for a functioning life free from alcohol and drugs. The interaction with the staff and other residents offers the skills necessary to live a productive, drug and alcohol-free and self-sufficient life as they transition back into the community.

It is the responsibility of our residents to read and understand this handbook.

Oasis is a program with rules that are different from what may be expected of you in Drug Court or in your DHS case. We expect you to follow the guidelines of Drug Court, DHS and Oasis while in our program. Failure to comply will result in dismissal.

CHAIN OF COMMAND

To ensure structure and clarity, residents agree to follow the established chain of command:

House Manager
Assistant Director (if applicable)
Executive Director
Board of Directors (through formal complaint process)

Residents may not bypass the chain of command unless reporting alleged abuse, illegal conduct, or serious safety concerns.

Chain-of-command posters will be displayed in both homes.

CONFIDENTIAL COMPLAINT PROCESS

Residents may submit concerns:

- Through the chain of command
- Through a confidential complaint form located on the Oasis website

The complaint form routes directly to a board-controlled email monitored by rotating board members.

Retaliation for filing a complaint is strictly prohibited.

Write-ups or dismissals based on handbook violations are not grounds for board appeal.

EXECUTIVE DIRECTOR AUTHORITY

If a situation arises that is not specifically addressed within this handbook, residents agree to follow the direction of the Executive Director.

All decisions will be made in alignment with the safety, structure, and recovery mission of Oasis of Northwest Arkansas.

The Executive Director is not available on Sundays except in emergency situations. This boundary must be respected.

Failure to follow reasonable direction from the Executive Director may result in non-compliance or dismissal.

CONFIDENTIALITY

We want our residents to be able to work on their recovery in a safe, supportive setting. To help facilitate this, we ask that residents not talk about issues they have discussed in meetings or in the house with individuals who were not present. Likewise, we ask residents not to discuss the things which their peers or their families have talked about in meetings or in the house with others. Staff will share information with residents and referral entity when it is not in violation of confidentiality regulation.

CHILDREN ON CAMPUS

All children on campus must be supervised at all times, and all private childcare for any child on campus must be approved by the Executive Director. Children must be fed nutritious meals and each resident must turn in a meal plan each week for their family. Children on this campus are not allowed to have soda or excessive sweets or sugar.

Residents must ensure that their children see a doctor as needed due to illness and that children are up to date on all vaccinations. Children may not eat or drink in the living or bedroom areas. Children may not play outside unattended.

Any resident with an open DHS case must seek permission from the Executive Director before allowing your child to be transported by anyone else. School age children must attend school and the Executive Director must be notified if that child needs to miss school or daycare due to

illness, etc. All children must be in bed at an appropriate time as determined by the Executive Director. We do not allow residents to spank or yell at their children for any reason. Additionally, children under the age of 16 are not allowed to watch rated R movies on this campus.

Note: You must turn in a meal plan for the week for your children to be approved. This is mandatory.

CLIENT ALCOHOL AND DRUG TESTING

Oasis of Northwest Arkansas conducts random drug and alcohol testing of residents. We believe that our residents are committed to their recovery and will abide by the house rules of no drug use. If you are suspected to be under the influence of a mood-altering substance, you will be instructed to report to the entity having jurisdiction of your stay. If it is determined that you are under the influence, you may be immediately dismissed.

The possession or use of any drug paraphernalia or any mood-altering chemicals (on or off campus) is strictly prohibited and will result in an immediate discharge, and may result in legal action. The possession or use of alcohol, on or off campus, is strictly prohibited and will result in an immediate discharge.

If at any time while you are a resident at Oasis if you are prescribed any opiates, sedative hypnotics, benzodiazepines, barbiturates, amphetamines, and/or any other substance with potential for abuse, you must report it to the Executive Director. Residents are not allowed to have any of these substances on campus. If you require use of such substances, in most instances you will be considered to be beyond our level of care and may be medically discharged. Furthermore, all medications, even over the counter meds and vitamins, must be kept in a lock box that you, the resident, purchase. You are required to have a lockbox.

If you fail your screen for any substance, we reserve the right to dismiss you immediately. We are not required to send a failed test off to the lab or to administer a second test if you fail a drug screen. If you want a second drug test, you are required to pay \$7 for the additional test. Additionally, the Executive Director reports all failed drug screens to Drug Court, the Department of Human Services and probation and parole officers. If you are asked to take a drug test, you will have no more than 30 minutes to comply with the request. If you do not test within that 30 minutes, the test is considered a fail and you will be dismissed from the program. The Executive Director and Assistant Director are the only two individuals that can require a drug test. However, we do rely on our resident house managers to administer the drug tests for us.

Drug Court Participants

Residents participating in Drug Court must:

- Complete mandatory 6:00 AM call-ins when required
- Complete drug testing by 8:00 AM when required

Failure to comply may result in dismissal and reporting.

Drug Test Documentation Protocol

Failed tests will be:

- Labeled with resident initials
- Date of test
- Name of tester
- Stored securely in sealed brown paper bags

Managers administering tests must complete protocol training and sign confidentiality agreements. Drug test results are confidential and not publicly disclosed. Disclosure of drug test results can result in dismissal.

MEDICATION POLICY

All medications, including over-the-counter medications and vitamins, must be kept in a lock box purchased by the resident.

Oasis does not distribute medication.

Residents prescribed controlled substances (including Suboxone) must:

- Sign a medication agreement
- Follow dosage instructions
- Submit to monthly medication counts conducted by the Executive Director or designated staff
- Be present during pill counts

Failure to comply may result in dismissal. Residents may be required to complete medication education modules.

LIFE 360 REQUIREMENT

Every resident of Oasis is required to have a working cell phone with data AND download and use the Life 360 App. Should a resident switch the tracking information to “off” or delete the App from their phone, the result is immediate dismissal from the program. Residents must keep their cell phones with them at all times and they must never give their phone to someone else (or leave it somewhere else) as an attempt to mislead the staff of Oasis of their whereabouts. Additionally, your phones must stay charged and off of low power mode in order for Life 360 to work. If you do not have a working cell phone (with data), or you fail to comply with the Life 360 rules, you will be dismissed.

TRANSPORTATION POLICY

Oasis of Northwest Arkansas does not provide transportation services and does not own or operate program vehicles.

Residents are responsible for arranging their own transportation.

Residents may voluntarily coordinate shared rides at their own discretion. Oasis does not supervise, insure, or assume liability for such arrangements.

Oasis is not responsible for accidents, injuries, damages, or disputes arising from transportation arrangements between residents.

Residents who keep vehicles on campus must maintain a valid driver's license, current liability insurance, and park in assigned spaces only.

TOBACCO AND VAPING

Tobacco use and/or vaping is not allowed in the house, in either front yard, in the sunrooms, or in Oasis vehicles.

Smoking and vaping are allowed only in designated smoking areas outside as approved by management.

Nicotine pouches (including products such as Zyn or similar nicotine pouch products) are prohibited on the Oasis campus. Possession or use of nicotine pouches may result in non-compliance or dismissal from the program.

Failure to comply with this request may result in dismissal.

OASIS PROPERTY

The destruction or defacing of Oasis property or the property of other residents will not be tolerated. If you are responsible, you will be required to pay for the damages and you may be dismissed. Legal action may also be taken.

Any item broken or damaged on campus will be considered a shared expense between the houses as deemed appropriate by the Executive Director. Residents will be required to contribute toward repair or replacement costs.

MEETING REQUIREMENTS

12-week group therapy, house meetings, regular NA and AA meetings, and life skills classes are mandatory. Completion of these meetings and classes are required to graduate the program.

You must attend a minimum of 3 meetings per week. Residents must obtain and maintain a sponsor throughout the duration of this program. Noncompliance can result in dismissal.

CURFEW

Curfew is set by what Phase you are in at Oasis of Northwest Arkansas. Please see our Phases Guidelines. Breaking curfew, even by one minute, will result in immediate dismissal from Oasis of Northwest Arkansas.

ACTS OF VIOLENCE

Acts of violence, sexual contact, and the enabling of others in such behaviors are prohibited. Any physical violence, aggression, or threats toward staff or residents may result in legal action and immediate dismissal.

DAILY RESIDENT EXPECTATIONS

You must be up and out of bed with your bed made by 9am Monday-Friday. All lights, fans and TVs must be turned off. You are not permitted to be laying or sleeping in your bedroom or on couches during the day without a doctor's note or express consent of the House Manager or Executive Director. You must be up and out of bed with your bed made by 10am on Saturday. Sunday is a "free" day and you can rest all you like.

Everyone is expected to be working, attending school, volunteering, or participating in approved program activities during the day. If you are not employed, you must provide proof of all job applications you submit, and you must volunteer at least 3 hours each day that you are not employed. You must receive a letter from the agency you volunteer that states your name, the date, and the number of hours you volunteered that day. All volunteer work must be done for a 501(c)(3) non-profit.

Active participation in the Oasis community is required. Residents must participate in:

- Oasis Social Enterprise programming
- Up to two (2) Oasis-hosted events
- Up to two (2) campus work days

These activities are part of structured recovery programming and workforce development. Failure to participate without prior approval may result in non-compliance.

At any time, if you are directed by the Executive Director or Assistant Director to see a doctor, a counselor, attend a class, or participate in a required program activity, and you refuse to comply, we reserve the right to dismiss you.

If you have a car on campus, you will be assigned a parking spot. You are not allowed to park in the street for any reason.

You will be required to turn in your work schedules and copy of your check stubs every week or bi-weekly, however often you are paid and however often your work posts the new work schedule. You are required to report when your taxes are filed and the amount you receive as part of your IRS return.

All residents are required to be in 100 percent compliance with their DHS or Drug Court cases.

All residents are expected to maintain personal hygiene, clean bedding, and sanitary living spaces. Infestations caused by resident negligence, including bedbugs or lice resulting from prohibited items or unsafe conditions, may result in financial responsibility and/or dismissal.

MAIL OR EMAIL SENT/RECEIVED AT THE OASIS CAMPUS

Most mail may be sent and received. Correspondence with anyone who is incarcerated that is a sex offender or gang member is forbidden. Mail must be updated by contacting each individual and/or business and by submitting a change of address to the USPS upon dismissal or graduation.

Oasis staff and residents will not hold your mail or packages once you have been dismissed or graduated. Mail will be returned to sender. Oasis is not responsible for lost or stolen mail or packages.

Corresponding with anyone who has ties to gang activity is forbidden and can result in immediate dismissal. Corresponding with anyone convicted of a sex crime is forbidden. Corresponding with anyone who is incarcerated must be approved by the Executive Director. Visiting an inmate must be pre-approved by the Executive Director.

RESIDENT SEARCHES

Program staff may check bedrooms, personal possessions, phones and vehicles for drugs, paraphernalia, alcohol, medication not in a lockbox, weapons, or other contraband. This is for safety and protection of all residents.

Searches may be conducted at any time. The resident must be present. Searches must be witnessed by a second staff person.

EMPLOYMENT / EDUCATION

Employment or education is an important goal of self-sufficiency. After the first two weeks, residents are expected to find full-time employment or attend classes full-time. Exceptions are made only for those who qualify for disability services.

CONTRABAND

Forbidden items on campus include drugs, alcohol, more than one phone, candles, incense, firearms, space heaters, knives, weapons of any kind, glue, air duster, paint, toxic materials, or any item deemed unsafe by management.

Possession of contraband may result in dismissal.

HONESTY

Lying to the Executive Director, a House Manager, volunteer, staff member, or board member can result in immediate dismissal. All residents are required to be honest.

WRITE-UPS FOR NON-COMPLIANCE

If you are written up for non-compliance with this handbook, you may be given the following options by the Executive Director to remove the write-up from your record:

1. Pay a \$25 fee
2. Provide 4 hours of assigned community service

The accumulation of 3 non-compliances for failure to abide by rules and regulations can result in immediate dismissal.

HOUSEKEEPING AND CHORES

Chores are assigned by the House Manager and/or Assistant House Managers. Failure to complete chores will result in consequences deemed necessary by staff.

Residents must initial chores daily when completed.

You are responsible for washing your own dishes immediately after use. Laundry must be done on assigned days. You must be present while laundry is running. Leaving laundry unattended will result in a write-up.

FIRE SAFETY POLICY

Because Oasis of Northwest Arkansas is a shared living environment with women and children on campus, all residents are expected to follow fire safety rules at all times. Unsafe behavior that creates a fire hazard places the entire community at risk and will not be tolerated.

The following items and behaviors are prohibited:

- Candles, incense, wax warmers, oil burners, or open flame devices
- Space heaters or unauthorized heating devices
- Hot plates, toaster ovens, air fryers, crockpots, or cooking appliances in bedrooms
- Smoking or vaping outside of designated smoking areas
- Tampering with smoke detectors, fire extinguishers, breaker boxes, or safety equipment
- Overloading electrical outlets or using unsafe extension cords
- Charging phones, vape devices, batteries, or electronics on beds, blankets, or other flammable surfaces
- Leaving charging devices unattended for extended periods
- Leaving cooking food unattended in the kitchen
- Blocking exits, hallways, windows, or doorways with personal belongings
- Storing excessive clutter or combustible materials in bedrooms or common areas

Residents are expected to immediately report:

- Burning smells
- Electrical problems
- Sparks or overheating outlets
- Malfunctioning appliances
- Missing or damaged smoke detectors
- Any suspected fire hazard on campus

Residents may not disable, cover, remove batteries from, or otherwise interfere with smoke detectors or fire safety equipment for any reason. Tampering with safety equipment may result in immediate dismissal.

Oasis reserves the right to inspect rooms and personal property for fire safety concerns at any time.

Any resident whose actions result in fire damage, activation of emergency services, property damage, or unsafe conditions may be held financially responsible and may face immediate dismissal from the program.

RESIDENT DRESS CODE

Appropriate shirts must be worn at all times. Shirts that are sexually suggestive are not appropriate.

Residents must wear appropriate undergarments. Residents may not wear clothing that reveals too much skin such as low cut blouses or shorts that are too short.

Clothing promoting drugs, alcohol, violence, racism, or criminal behavior is not permitted.

LAUNDRY GUIDELINES

Residents may launder clothing during assigned times only. One load at a time if others are waiting. Laundry must be done at least once per week. Laundry area must be kept neat.

RELATIONSHIPS / SEXUAL BEHAVIORS / AGGRESSION

Sex toys and pornography are forbidden. Taking pornographic photos or videos of yourself or other residents is forbidden and will result in dismissal.

Romantic relationships between residents or between a resident and staff, board member, or volunteer are forbidden and will result in dismissal.

Horseplay, rough-housing, or inappropriate touching is not allowed.

FOOD STAMPS/BENEFITS FRAUD

Residents are prohibited from selling, trading, sharing, or misusing SNAP benefits, Medicaid benefits, or any government assistance programs. Suspected fraud may result in dismissal and reporting to the appropriate agency.

HOUSE MANAGER / ASSISTANT HOUSE MANAGERS

House Managers ensure policy compliance. They may issue non-compliance write-ups. Issues unresolved will be escalated to the Executive Director.

If a resident manager abuses authority, you agree to contact the Executive Director or use the complaint process.

INTERNET / SOCIAL MEDIA / TECHNOLOGY

Computing resources may only be used for legal purposes.

Impermissible uses include harassment, fraud, destruction of equipment, hacking, copyright violations, viruses, posting obscene material, or posting photos or information of Oasis residents.

Additionally:

- Photos or videos of the inside of Oasis homes are not allowed to be taken or posted on social media.
- Identifying features of Oasis locations may not be photographed or shared.
- No inappropriate selfies may be taken on campus.
- Residents may not use disappearing-message apps (including Snapchat or similar platforms).
- Residents are not required to friend the Executive Director, board members, or managers.

Social media use must not damage the safety, privacy, or recovery environment of Oasis.

Residents may not secretly audio record, video record, livestream, or photograph staff, volunteers, board members, or other residents without express permission. Recording inside the homes, during meetings, or during confidential conversations is prohibited unless authorized by management. Violations may result in dismissal.

The following are your RIGHTS. Please read them carefully. If you cannot understand any of these rights, please ask to have them further explained to you.

The Resident Rights include:

1. You have the right to accept or refuse services after receiving this explanation.
 - a. If you agree to services, you have the right to change your mind at any time.
2. You have the right to a humane environment that provides reasonable protection from harm and appropriate privacy for your personal needs.
3. You have the right to be free from abuse, neglect, and exploitation.
4. You have the right to be treated with dignity and respect.
5. You have the right to refuse to take part in research without affecting your services.
6. You have the right to have information about you kept private and to be told about the times when the information can be released without your permission.
7. You have the right to address any concerns you may have with Oasis.
8. You have the right to complain directly to: LaDonna Humphrey, Executive Director.
9. You have the right to request a meeting with LaDonna Humphrey, Executive Director, and a Board Member if your complaint is not fully resolved to your satisfaction. Write-ups or dismissals based on a handbook violation are not grounds for requesting a meeting.

By signing below, I acknowledge that I have been explained my rights as a resident and the information was explained to me in a language and manner that I could understand. I was also given the opportunity to ask questions and received responses that satisfactorily addressed my questions. I was also informed that I might ask questions at any time I feel the need regarding the program, staff, and services. By signing below, I acknowledge that I agree to all of Oasis of Northwest Arkansas expectations, rules, and policies, and drug testing noted in the Resident Handbook. I also agree that by signing below that I hold harmless,

Oasis of Northwest Arkansas, its Board of Directors, staff, and volunteers.

Resident Signature and Date

Authorization to Obtain/Release Protected Information

I, _____ born (date of birth) _____, hereby authorize Oasis NWA and its employees and agents to obtain information from and/or release information to: Oasis of Northwest Arkansas

I authorize the following agencies to obtain and/or release my personal information. Please circle all that apply: • DHS • Social Security • Work Force • Unemployment Office • Legal Aid • Local Bank • Current Employer • Previous Employer • Current Landlord • Previous Landlord • Drug Court • Parole Officer • Law Enforcement • Domestic Violence Shelter • Other:

This authorization to obtain and/or release information for the following purpose(s):

1. Identify goals and objectives for the purpose of securing housing stabilization
2. Determine additional assistance needed to aid in maintaining sobriety (if applicable)
3. Identify additional community resources needed to maintain housing
4. Assistance in developing a personal financial management plan

This authorization will remain effective for 365 days from the date of signing. I understand that I can revoke this authorization in writing at any time before the release of information specified above. I also understand the following: (a) I may refuse to sign this authorization; (b) I may inspect and obtain a copy of the information that is described in this authorization; and (c) I will receive a copy of this signed authorization. I have reviewed this authorization and understand it.

Client Signature and Date

RESIDENT PRESCRIPTION INVENTORY

For the safety of all residents, you are asked to provide information regarding any prescription medications in your possession during your participation in the program. Please update this form with the staff as needed.

Please indicate the appropriate information below and return to the Program Director.

Name: _____

Date: _____

Please detail medications (including dosage) and who they were prescribed by:
Purpose for which medications were prescribed:

I certify that I have no other prescription medications in my possession. I understand that any changes in my medications should be reported to the Program Director immediately. I understand that a violation of this policy will result in disciplinary action up to and including dismissal from Oasis of NWA.

Resident Signature: _____ Date: _____

RESIDENT PHOTO RELEASE

For good and valuable consideration, the receipt of which is hereby acknowledged, I, _____, Hereby authorize Oasis of NWA permission to use my likeness in a photograph/video in any/all of its publications, including but not limited to all Oasis of NWA's printed and digital Publication. I understand and agree that any photograph using my likeness will become property of Oasis of NWA and will not be returned. I acknowledge that since my participation with Oasis of NWA is voluntary, I will receive no financial compensation.

I hereby irrevocably authorize Oasis of NWA to edit, alter, copy, exhibit, publish, or distribute this photo for purposes of publicizing Oasis of NWA's programs or for any other related, lawful purpose. I waive the right to inspect or approve the finished product, including written or electronic copy, wherein my likeness appears. Additionally, I waive any right to royalties or other compensation arising or related to the use of the images.

I hereby hold harmless and release and forever discharge Oasis of NWA of all claims, demands, and causes of action which I, my heirs, representative, executors, administrators, or any other persons action on my behalf or on behalf of my estate have or many have by reason of this authorization.

Resident's Printed Name: _____

Resident's Signature: _____ Date: _____

OASIS OF NWA GENERAL LIABILITY RELEASE

I release, discharge and forever hold harmless Oasis NWA, Inc. and its employees, officers, agents and directors from any and all liability, claims, and demands of whatever kind or nature, either in law or in equity, which arise or may hereafter arise from the services I receive or provide to Oasis NWA, Inc. and its community partners. I understand and acknowledge that this Release discharges Oasis NWA, Inc. and its community partners from any liability or claim that I may have against either party with respect to bodily injury, personal injury, illness, death, or property damage that may result from the services I provide Oasis of NWA Inc. and its community partners or occurring while I am providing services, whether caused by the negligence of Oasis of NWA, Inc.. or otherwise.

I understand and recognize that when completing services for the Oasis of NWA, Inc. or a community partner that I may need to be transported in a privately-owned vehicle. I understand and recognize that the risk of injury to me or damage to my property while traveling to and/or from a site exists and that this release of liability covers any and all travel.

I understand that at any time I have the right to refuse to participate in any activity, with my only obligation to inform the site leader or program manager.

I agree that, should any provision or aspect of this Release be found to be unenforceable, that all remaining provisions of the agreement will remain in full force and effect.

I agree that I can be drug tested at any time and for any reason. Drug tests can include: UA, blood test, hair follicle, etc.

I agree that if there is any dispute concerning my participation in the program or the interpretation of this Release, any such disagreement shall be determined in accordance with the laws of the State of Arkansas.

I HAVE CAREFULLY READ THIS RELEASE AND WAIVER OF LIABILITY AND FULLY UNDERSTAND ITS CONTENTS. I FURTHER ACKNOWLEDGE AND AGREE THAT I HAVE HAD AN OPPORTUNITY TO CONSULT WITH COUNSEL OF MY CHOICE PRIOR TO EXECUTING THIS RELEASE AND WAIVER OF LIABILITY. I ACKNOWLEDGE AND AGREE THAT THIS RELEASE AND WAIVER OF LIABILITY SHALL BE BINDING UPON MY SURVIVORS, HEIRS, SUCCESSORS, AND ASSIGNS. I AM AWARE THAT THIS RELEASE AND WAIVER OF LIABILITY IS A RELEASE OF LIABILITY, INCLUDING BUT NOT LIMITED

TO, LIABILITY FOR NEGLIGENCE, AND A HOLD HARMLESS AGREEMENT, AND I SIGN IT OF MY OWN FREE WILL.

Signature _____ Date _____

SHARED HOUSING POLICY

Oasis of Northwest Arkansas provides structured shared housing as part of its transitional living recovery program.

Shared housing is program-based housing. It is not independent rental housing and does not create a traditional landlord-tenant relationship. Residency is contingent upon full compliance with all Oasis policies, program requirements, and participation expectations.

WEEKLY SHARED HOUSING RATES

Weekly shared housing rates are as follows:

- Residents: \$150 per week
- Graduates residing on campus: \$175 per week

Payments are due weekly on the assigned due date.

Failure to remain current on shared housing payments may result in non-compliance, loss of privileges, or dismissal from the program.

LATE PAYMENTS

If shared housing payment is not received by the due date:

- A \$25 late fee may be assessed.
- Continued non-payment may result in loss of shared housing eligibility.
- Chronic late payment may result in dismissal.

Any payment arrangements must be approved in advance by the Executive Director.

UTILITY COST ADJUSTMENTS

Shared housing rates are based on average projected utility usage. If resident utility usage increases drastically beyond normal operating averages, shared housing rates may be adjusted by board vote at any time.

Residents may be required to pay the difference in increased utility costs.

Documentation of the utility increase will be provided to residents for transparency.

NO OWNERSHIP OR TENANCY RIGHTS

Shared housing payments do not create equity, ownership rights, leasehold interest, security deposit interest, or long-term tenancy rights.

Shared housing is conditional upon active participation and full compliance with Oasis program requirements.

Dismissal from the program results in termination of shared housing privileges.

AMP CONCERT WORK CREDIT

Oasis may provide residents with opportunities to work designated AMP (Arkansas Music Pavilion) concerts as part of Oasis Social Enterprise and fundraising efforts.

When approved, AMP concert participation may be credited toward shared housing obligations.

The following terms apply:

- AMP concert work credit applies only toward shared housing.
- AMP concert work has no cash value.
- Residents will not receive cash payment for AMP concert participation.
- Credits may not be transferred, exchanged, refunded, or redeemed for money.
- Participation does not create an employer-employee relationship between Oasis and the resident.

AMP participation is considered structured program participation and community engagement.

Failure to complete assigned responsibilities during AMP events may result in loss of credit and/or non-compliance.

DISPUTES

Any disputes regarding shared housing payments, credits, eligibility, or participation requirements will be resolved at the discretion of the Executive Director in alignment with program policy and board oversight.

OASIS OF NORTHWEST ARKANSAS PHASE SYSTEM

Residents progress through phases based on compliance, responsibility, attitude, participation, and overall recovery growth. Advancement is determined by the Executive Director and is not automatic. Failure to remain in compliance may result in phase reduction.

PHASE I

Phase I is the stabilization phase.
Minimum time in Phase I is 12 days.

Curfew:

Sunday–Thursday: 9:00 PM
Friday–Saturday: 10:00 PM

Requirements:

Attend required group therapy.
Attend a minimum of 3 NA/AA meetings per week.
Obtain and maintain a sponsor.
Attend house meetings.
Maintain full Life 360 compliance at all times.
Submit work schedules and check stubs as required.
Complete daily chores.
Participate in required Social Enterprise activities, events, and campus work days.

PHASE II

Phase II reflects consistent compliance and increased responsibility.

Curfew:

Sunday–Thursday: 10:00 PM
Friday–Saturday: 11:30 PM

Requirements:

Remain fully compliant with all program rules.
Maintain employment, education, or approved volunteer status.
Continue meeting and sponsor requirements.
Maintain financial responsibility.
Participate in required Social Enterprise activities, events, and campus work days.

Overnight passes may be requested in advance and must be approved.

PHASE III

Phase III reflects advanced stability and preparation for independent living.

Curfew:

Sunday–Thursday: 11:00 PM

Friday–Saturday: 12:00 AM

Requirements:

Maintain full compliance.

Maintain employment or education.

Maintain required savings.

Continue sponsor and meeting requirements.

Demonstrate leadership and mentorship within the home.

Residents may begin preparing for graduation and independent housing planning.

GRADUATE STATUS (ON CAMPUS)

Graduates residing on campus must remain fully compliant with all program rules, pay \$175 weekly shared housing, mentor at least one resident, complete 8 hours of service work monthly, and maintain employment or stable income.

Oasis does not provide transportation. Residents and graduates are responsible for arranging their own transportation.

IMPORTANT NOTICE

Not all residents enter at Phase I. Placement is determined by the Executive Director based on individual circumstances and recovery status.

Each resident has an individual case plan. Residents are expected to focus on their own recovery and not compare their progress, privileges, or phase level to others. Advancement is based on individual compliance and growth.

WHAT TO BRING TO OASIS

Residents are responsible for bringing their own personal items. Space is limited, and you may be asked to downsize at any time. Please bring only what is necessary.

Residents should bring:

- Clothing appropriate for work, meetings, and daily living
- Modest sleepwear and undergarments
- Personal hygiene items
- Towels and washcloths
- Bedding (twin size preferred). Oasis can provide bedding if necessary, but bringing your own is encouraged.
- Prescription medications in original pharmacy bottles
- A lockbox for medications (required)
- Important personal documents
- A working cell phone with active data service

Residents must have a working cell phone with data. Only one phone per resident is permitted.

WHAT NOT TO BRING

Residents may not bring:

- Drugs, alcohol, or drug paraphernalia
- Weapons of any kind
- Candles, incense, space heaters, or unsafe electrical items
- Pornography or sex toys
- Excessive clothing or storage containers
- Large furniture items
- Additional cell phones or burner phones
- Items that create clutter or exceed available storage space

Food is not provided by Oasis. Residents are responsible for purchasing and preparing their own food and submitting required meal plans.

Oasis reserves the right to inspect belongings upon intake and at any time for safety and compliance purposes.

Residents may be required to remove excess belongings if storage becomes limited. Keeping personal items minimal helps maintain a safe and organized shared living environment.