



Adult Guests and Alumni of BBYO

Code of Conduct and Community Standards

Throughout BBYO's 100-year history, the organization has brought leadership training, community service opportunities, Jewish enrichment, a connection to Israel, and positive identity to hundreds of thousands of Jewish youth in North America and beyond.

The [BBYO Code of Conduct and Community Standards](#) is designed with the health, safety and well-being of BBYO teens, staff, advisors, guests, and alumni in mind. All guests and alumni are expected to adhere to these expectations and to act in accordance with the [values](#) of BBYO.

- Treat others with respect.
- Never use violent, threatening, hateful, harassing, or intimidating behavior and/or language.
- Avoid actions that create an unsafe environment, such as irresponsible or potentially hazardous behavior.
- Physical, verbal, emotional, or mental abuse of, or threats toward a teen, staff, advisor, or guest is prohibited.
- Discrimination and harassment towards teens, staff, advisors, guests, or alumni, even when not unlawful or directed at a protected category, is prohibited. For more information see BBYO's [Anti-Harassment and Discrimination policy](#).
- Sexual actions or activities involving a teen is forbidden and may be cause for a report to be made to Child Protective Services and/or Law Enforcement.
- Theft, destruction, or abuse of property is prohibited.
- Use of electronic devices and/or social media to bully, demean, harass, or threaten a teen, staff, advisor, or guest is prohibited.
- Use of technology to create, post, or transmit to or willingly receive from teens unacceptable content such as that containing profanity, advocacy of use/possession of alcohol or drugs, violence, sexually explicit content, etc. is prohibited.
- Alcohol, edibles, e-cigarettes, Juuls, marijuana/tobacco products, etc. may never be in a teen programming space.

TEEN POLICIES AND PROCEDURES

The following policies and procedures are vital to the safety of our teen participants:

- Teens are not to leave the designated program area without prior approval by staff unless part of the BBYO sanctioned agenda.
- Visitors are not to attend BBYO programs unless they are registered as a guest by a staff member.
- When issued a nametag, it must be worn and displayed for the duration of the program.

REPORTING

If you are aware of a violation of [the BBYO Code of Conduct and Community Standards](#), or BBYO's [Anti-Harassment and Discrimination policy](#), or are questioning a behavior or action that may be a risk, please contact BBYO staff.

You can also report a known, suspected, or potential violation anonymously and confidentially by telephone using the BBYO Helpline available at 1-833-480-0010 or through the website at www.lighthouse-services.com/bbyo. Every reported issue will be evaluated and taken seriously.

Failure to adhere to the [BBYO Code of Conduct and Community Standards](#) could result in guests being asked to leave the program and/or not allowed to attend BBYO events in the future.