



BBYO CODE OF CONDUCT AND COMMUNITY COMMITMENT

The **BBYO Code of Conduct and Community Commitment** has been designed by teens and adults with the health, safety, and well-being of the entire BBYO community in mind. We recognize that this is our community, and we are responsible for its well-being. Everyone in the BBYO community is expected to adhere to the **Code of Conduct and Community Commitment** and to conduct themselves in a manner that reflects Jewish and **BBYO values**.

Our Commitments

- We are here to be the best versions of ourselves. BBYO communities are supportive, open-minded, kind, understanding, celebrate diversity, and respectful of all.
- We are a community of active leaders. We lift each other up, question respectfully, value differing opinions, and always support each other.
- We do not accept bullying, harassment, bigotry, and/or any behavior that puts the health, safety, and well-being of any BBYO community member at risk. We do not rank, objectify, or demean others.
- We respect all BBYO community members and how they express their identity and sexuality. BBYO is a place where everyone should feel comfortable without fear of prejudice or any misrepresentation.
- We believe that gossip is harmful and detrimental to the creation of a community and to individuals.
- “Acceptable Intimate Contact¹” at a BBYO program is hand holding, hugging, and kissing accompanied by verbal affirmative consent at time of action. Consent is a freely given, reversible, informed, enthusiastic, and continuous specific agreement to engage in any of these behaviors and is an essential part of everyone’s safety.
- Being in an intimate relationship is a personal choice. We do not pressure anyone into making that choice nor should anyone feel pressed to talk about or act on who they are interested in.
- We take steps to ensure that all content shared is appropriate and respectful by not posting content that invades someone’s privacy or that is profane, violent, targeted, or generally inappropriate. Secretly or openly taking photos of ourselves or others or using social media to shame, embarrass, or threaten others creates an environment that is exploitative and where people cannot feel safe.

Our Rules and Consequences

BBYO strives to help teens learn from their experience and grow as responsible, independent young adults. In situations where teens do not follow program rules or uphold the values of BBYO, consequences may result. Consequences may include dismissal from a program and/or expulsion from BBYO and are guided by organization-wide guidelines to ensure consistency and fairness; however, disciplinary consequences may vary based on circumstances. For examples of the most common violations and their consequences, please see [this document](#).

The following is a guideline. Final action is at the discretion of BBYO professional staff.

Engaging in any of the following behaviors during a BBYO meeting, program, or on related social media **will result in immediate EXPULSION** from BBYO:

- Conduct that endangers the safety, health, or welfare of the teen and/or others
- Conduct or threats of conduct that are violent
- Possession of fireworks, firearms or other items considered to be weapons and/or anything potentially harmful to others
- “Non-consensual sexual activity²”

Engaging in any of the following behaviors during a BBYO meeting, program, or on related social media will typically result in disciplinary consequences that **may include immediate REMOVAL from the current program and/or SUSPENSION and/or EXPULSION** from participation in future BBYO activities:

- Theft or causing intentional damage to hotel/camp or anyone else’s property
- Bullying, hazing, and other actions taken with the intent of harming others
- Consumption or possession of illegal drugs, alcohol, tobacco, “vaping” products or materials, or any substance that can be used to create an unnatural high
- Being in a sleeping area(s) that you are not assigned to
- “Sexual activity³”
- Repeated “non-consensual intimate contact⁴”
- Sharing of prescription/over-the-counter medication
- Leaving a BBYO program venue without permission of staff
- Tattooing or piercing oneself or others or receiving tattoos or piercings, or other forms of self-modification

Engaging in any of the following behaviors during a BBYO meeting, program, or related social media will **typically result in CONSEQUENCES COMMENSURATE with the situation**:

- Inappropriate use of social media including (but not limited to) “dirty spirit,” media that slanders other teens, staff, volunteers, speakers/guests, or media from anonymous accounts that use BBYO images, logos or the BBYO name
- Sending or sharing of sexually explicit material or intentional sending of material that is sexually explicit or shaming
- Non-consensual intimate contact
- Interacting with other BBYO community members in a space that is not observable and interruptible, such as behind closed doors where no one can see or intervene
- Use of vulgar language and/or inappropriate gestures
- Inviting/welcoming visitors to an official BBYO activity without permission of staff
- Inability to follow BBYO program rules including tardiness/absence from scheduled activities without prior approval from staff, not treating others with respect, not wearing proper attire, not displaying an official BBYO nametag, etc.
- Pressuring or intimidating others
- Carrying or displaying toy weapons
- Gambling
- Not sleeping in your assigned room

Additional Considerations

A teen who does not uphold BBYO values anywhere within the BBYO community, based on the particular facts and circumstances, may also be subject to consequences that are commensurate with and/or proportional to such teens’ role or position (such as but not limited to an elected-leadership role

or position), including but not limited to removal from such elected leadership role or position.

If a teen is dismissed from a program due to failure to comply with the **Code of Conduct and Community Commitment**, transportation home will be at the participant's own expense. No refunds will be issued. Additionally, if a teen is dismissed from the program and received financial scholarship, the family will be responsible for paying the amount back to BBYO.

¹ BBYO defines "Acceptable Intimate Contact" as kissing, hugging, and hand holding.

² BBYO defines "Non-consensual Sexual Activity" as any groping, exposure, or other sexual acts that are forced, without someone's consent, or otherwise does not clearly fall within the definition of "Acceptable Intimate Contact," as defined above.

³ BBYO defines "Sexual Activity" as any groping, exposure, or other sexual acts.

⁴ BBYO defines "Non-consensual Intimate Contact" as touching, groping, kissing, hugging, or other forcible contact without someone's consent. *For BBYO's policy regarding Relationships, Intimacy and Privacy [see here](#).*

BBYO RESERVES THE RIGHT TO CONTINUALLY UPDATE THIS DOCUMENT, AND IT IS THE RESPONSIBILITY OF PARTICIPANTS TO CHECK AND REVIEW TO ENSURE COMPLIANCE.

January 2023

