



## HEALTHY RELATIONSHIPS AND AFFIRMATIVE CONSENT

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Below are a series of guidelines and protocols around how BBYO views healthy relationships and affirmative consent at BBYO events.

### Healthy relationships require mutual respect and affirmative consent.

- *Definition of healthy relationship:* An honest, trustworthy, and respectful relationship in which there is open communication and a balanced give and take between partners.
- *Definition of affirmative consent:* A freely given, reversible, informed, enthusiastic, and continuous specific agreement to engage in any intimate or sexual activity.
- *Consent and sexual harassment terms:* As part of BBYO's commitment to creating a mentally, emotionally, socially, and physically safe environment for all teens, these "[Know Your Terms](#)" posters are displayed throughout BBYO program facilities.

### What if my child reports that they have been a victim of sexual misconduct?

- Ways in which reporting can take place:
  - Report to regional staff or the Area Director
  - Report to the Senior VP of Community Impact or the Senior Director of Wellness and Inclusion
  - Report using our [online form](#) (which can be accessed through QR codes on posters around conventions)
  - Report to our anonymous hotline 1-833-480-0010
- What is BBYO going to do?
  - Speak with all teens involved separately
  - Contact parents with teens involved to make them aware of the allegations
  - Senior Regional Director or Regional Lead and the Area Director will meet with each teen separately again just in case there is anything else they want to share
  - Senior Regional Director or Regional Lead and Area Director will share information with Senior Director of Wellness and Inclusion and the Senior VP of Community Impact, and a disciplinary decision will be made
  - Parents and teen will be told of plan and any disciplinary actions for their teen only. We do not share disciplinary consequences for other teens.
- What kind of communication will take place?
  - Teens will be spoken to individually and parents for all involved teens will be contacted. Only those who need to know to support the teen(s) involved and/or make a disciplinary decision will be communicated with.
- What kind of confidentiality will be in place?
  - We do not share any information with the larger community, or anyone who doesn't need to know, to look into an issue or keep a teen safe. Additionally, any

disciplinary consequences are shared only with the teen receiving a consequence. We do not share this information with anyone else.

**What if my child is accused of sexual misconduct?**

- The teen will be spoken to and given the opportunity to share their side of what happened
- Parents will be contacted and informed of the allegations with their teen present on the call
- The teen will have an opportunity to speak to their parents and will have an additional opportunity to share information with staff
- The teen may have their parents be a part of all conversations if they choose
- Based on the information shared by all teens involved, a group of BBYO leadership will then meet to decide if any disciplinary action will be taken
- This decision will be shared with parents and the teen only. No one else will be informed of this decision.

**Who will be notified?**

- Parents and their teen will be notified
- Depending on the situation, BBYO may notify child protective services and/or law enforcement

**What will happen if a teen is found to have engaged in sexual misconduct?**

- Any teen that is found to have engaged in sexual misconduct may be subject to consequences including dismissal from the program, a loss of a board position, or more.



