

REGIONAL CONVENTIONS: HEALTHY RELATIONSHIPS AND AFFIRMATIVE CONSENT

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

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.

Healthy platonic relationships and friendships also require mutual respect and affirmative consent for any physical interactions (hugs, handholding, putting arms around each other, taking photos, etc.).

What if my child reports that they have been a victim of sexual misconduct at a BBYO Program?

- **Ways in which reporting can take place:**
 - Report directly to Law Enforcement by calling 911
 - Report to BBYO regional staff or the BBYO Community Director
 - Report to BBYO's AVP or Senior Director of Wellness and Inclusion
 - Report using BBYO's [online form](#) (which can be accessed through QR codes on posters around conventions)
 - Report to BBYO's anonymous hotline 1-833-480-0010
- **What is BBYO going to do?**
 - In the event of an allegation of sexual misconduct that is criminal in nature occurring at a BBYO program, BBYO will act in compliance with local law, and this may result in a call to local law enforcement. This decision is dictated by local law and BBYO policy.
 - If a report is made to law enforcement, BBYO will not speak with any teens involved or parents about the details of the incident at hand without consulting with and getting permission from law enforcement.
 - BBYO will contact parents of the teens involved to alert them to incident.
 - In the event that Law Enforcement declines involvement, and/or the sexual misconduct does not involve criminal activity, BBYO staff will take the following steps listed below:
 - Speak with all teens involved separately

- Contact parents with teens involved to make them aware of the allegations
 - Regional Lead and Community Director will meet with each teen separately again just in case there is anything else they want to share
 - Regional Lead and Community Director will share information with Senior Director of Wellness and Inclusion, their AVP, and the Senior VP of Community Impact, and a disciplinary decision will be made/next steps taken.
 - Parents and teens involved will be informed of the decision and any disciplinary actions.
- **What kind of communication will occur?**
 - 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 confidentiality mechanisms will be in place?**
 - BBYO does not publicly disseminate any information to the larger community, or to anyone who doesn't need to know, in order to look into an issue or keep a teen safe.
 - There may be events or times where it is appropriate to share information. In the event that BBYO chooses or needs to share information, we will do so sensitively and with respect of all teens involved.

What if my child reports that they have been a victim of sexual misconduct not at a BBYO program?

- **What is BBYO going to do?**
 - Reporting teen will be asked what would make them feel safe and what next steps they would like taken.
 - Next steps may include:
 - Reporting to police – in this case the teen or their family would be the one to report to the authorities. BBYO staff can and should support the teen in that process.
 - Getting support from therapist or other professional
 - Sharing information with parents – in any moment where a teen's safety and well-being is harmed or at risk of being harmed, BBYO staff must contact parents.
 - Potential safety-plan and implementation at BBYO programming moving forward.

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, and we will inform the parent and teen if anyone else will be notified.

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 who 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.