

### SPRING 2015

- BBYO drafts and implements *Ensuring Safe Environments* policies and procedures which address staff response and procedures regarding mental health challenges, inclusion, substance use, and sexual assault and harassment

### SUMMER 2015

- Teen leaders draft and pass motion to ensure BBYO continues to be fully gender inclusive, enabling any teen to join any chapter based on the gender with which they identify

### SUMMER 2016

- Wellness Specialists brought to all domestic summer leadership programs, including CLTC, ILTC, and International Kallah

### FALL 2016

- BBYO hires Director of Inclusion

### WINTER 2017

- Wellness Specialists brought to BBYO International Convention

### SPRING 2018

- Rooming policies updated to reflect gender-inclusive rooming

### WINTER 2020

- Teen leaders draft and pass mental health legislation, establishing a new task force and recognizing Mental Health Awareness Month
- New Incident Report Form created and shared with staff for their use
- Question added to intake forms to gather information from teens and families on rooming preferences

### FALL 2019

- Revised Mandated Reporter training and updated *Ensuring Safe Environments* policies and procedures are rolled out to staff

### SUMMER 2019

- BBYO Community Agreements are instituted and rolled out to participants at CLTC, ILTC, International Kallah, and the March of the Living
- BBYO revises and updates *Ensuring Safe Environments* policies and procedures, including sexual assault response

### SPRING 2019

- *Moving Traditions* provides healthy relationship and consent training to BBYO summer leadership staff
- BBYO publishes toll-free hotline for staff, teens, advisors, and others to report incidents anonymously
- Wellness posters created and posted at all overnight conventions and immersive events, promoting health, wellness, and safety among participants, and encouraging reporting of incidents
- BBYO establishes the BBYO Center for Adolescent Wellness and hires a Center Director

### FALL 2020

- BBYO teen leaders establish a new Programming Fold, Health, focused on building healthy relationships among teens, which is further strengthened by the formation of a group of teen leaders, BBYO professionals, and experts who set community standards around consent talks at all regional, council, and international events
- New staff and teen joint working groups formed to develop healthy relationships and consent programs, education, guidelines, and training

### WINTER 2021

- BBYO Code of Conduct is updated
- BBYO Community Agreements are updated in partnership with teens, and rolled out during pre-International Convention community calls
- BBYO conducts review of training offerings for staff, advisors, and teens about healthy relationships and consent, and develops a plan for additional training during March meeting with summer leadership staff, and training at August Execs for regional staff and teen leaders
- BBYO standardizes advisor onboarding and includes healthy relationships education at March Advisor Conference
- Focus groups held with teens, staff, and advisors on gendered spaces

### SPRING 2021

- BBYO updates healthy relationships policies and procedures
- Step-by-step guidance rolled out to staff on responding to assault allegations and supporting survivors
- BBYO creates updated training and materials for teens for the upcoming year
- Director of BBYO Center for Adolescent Wellness and Director of Inclusion record podcast with JTEC on teen safety and self-advocacy

### FALL 2021

- Teens pass legislation to create more inclusive spaces by:
  - Adopting siblinghood language
  - Offering siblinghood programs during separates
  - Adding inclusion responsibilities to existing or new board/committee positions

### SUMMER 2021

- BBYO creates new online form for teens to submit concerns anonymously; QR code added to Safety & Wellness posters at summer programs
- BBYO develops new Healthy Relationships flyer defining consent and safety terms, posted at all summer programs
- Training provided to all BBYO staff and summer madrichim on building safe environments and healthy relationships
- BBYO prepares session for August Execs on sharing options for teens to bring different speakers/programs to their chapter and regional events

### WINTER 2022

- Updated Community Agreement conversations at BBYO International Convention
- Launched third & fourth cohorts of teen Mental Health First Aiders to train teens to respond to their friends
- Updated internal peer-to-peer sexual response protocol and procedures
- Trained staff on updated protocol and procedures

### SUMMER 2022

- Updated staff training for responding to difficult situations
- BBYO Community Agreements are updated in partnership with teens, and rolled out during pre-International Convention community calls
- Added wellness support to travel programs
- Created additional healthy relationship training for seasonal staff

### FALL 2022

- Updated community agreement trainings for staff and teens with focus on regional conventions
- Adapted teen facing reporting forms to include mental health concerns and additional options for teens to report challenges

### SUMMER 2023

- Partnered with Moving Traditions to train summer staff on healthy relationships and safe environments
- Partnered with Keshet to train teen leaders to deliver Consent and Healthy Boundaries training
- Added Wellness Specialists to Passport travel programs

### WINTER 2023

- Revised Code of Conduct and Community Commitments with teen leadership
- Video on healthy relationships and consent provided to all International Convention participants
- Additional staff and teen training on healthy boundaries and relationships at International Convention
- Partnered with Keshet to create Consent and Health Boundaries training for teens