

## BBYO UNITED KINGDOM CODE OF CONDUCT FOR PARTICIPANTS

*Applying to participate in a BBYO UK event means that it is confirmed that the contents of this Code of Conduct are read and understood by the applicant and their parents / guardians*

### 1. INTRODUCTION

- 1.2 All BBYO UK rules must be adhered to at all times by any person involved in any BBYO UK activity (whether that activity is taking place in the United Kingdom or overseas).
- 1.3 Failure to comply with these rules and the codes of conduct may result in exclusion from activities or from BBYO UK itself.
- 1.4 **Basic rules are as follows:**
  1. **BBYO UK events are safe.** No weapons, alcohol, non-prescribed drugs, or any substance open to misuse. No participants are allowed to smoke on our events, including vaping and e-cigarettes.
  2. **BBYO UK events are welcoming and inclusive.** No antisocial behaviour, including stealing, bullying, disruptive participation or anything deemed to be irresponsible.
  3. **BBYO UK participants are respectful and engaged.** We expect full participation in all programmes and activities. No unauthorised absence from the site.
- 1.5 BBYO UK is committed to creating a mentally, emotionally, socially, and physically safe environment for all teens.

### 2. BEHAVIOUR

- 2.1 Participants must:
  - behave in a responsible manner
  - not display any behaviour or language which could be considered as disrespectful
  - treat other participants, volunteers and staff with care and respect
  - attend all parts of the planned programme on time and participate (unless optional other activities are permitted).

### 3. PREMISES AND PROPERTY

- 3.1 Participants must leave their accommodation, the site and any transport in the condition in which they found it (including as to general cleanliness, but excluding reasonable wear and tear and cleaning). In particular, participants must not, whether accidentally or deliberately, deface, alter, undo or otherwise interfere with any part of the accommodation, site or transport.
- 3.2 Any costs incurred as a result of a participant deliberately failing to comply with this paragraph 3 may be charged to the participant or their parents / guardians.
- 3.3 Participants are not to visit the sleeping quarters of any other participant or leader.

### 4. FORBIDDEN ITEMS

- 4.1 The purchase, possession, sale, use or consumption of any of the following is forbidden in all circumstances:
- 4.1.1 alcohol
  - 4.1.2 vapes or e cigarettes
  - 4.1.3 drugs (whether legal or illegal), other than those declared on the participant's Medical Form
  - 4.1.4 illegal substances
  - 4.1.5 cigarettes
  - 4.1.6 cigars
  - 4.1.7 tobacco products
  - 4.1.8 caffeine-based products.

- 4.2 It is forbidden to bring any weapon, knife or bladed item (including without limit a pocket knife) to any BBYO event.

## **5 BEHAVIOUR TO OTHERS**

- 5.1 All forms of bullying are forbidden. By way of illustration only, bullying can be defined as repeated or intentional behaviour which is aimed at an individual or group and causes physical, emotional or psychological damage. Bullying can take many forms, including:

- 5.1.1 physical assault
- 5.1.2 teasing
- 5.1.3 making threats
- 5.1.4 name-calling
- 5.1.5 cyber-bullying.

- 5.2 All forms of anti-social behaviour are forbidden. By way of illustration only, anti-social behaviour includes behaviour which is violent, sexist, racist, homophobic, transphobic, gender-related, refers to body shape or image, related to religion or religious observance.

- 5.3 Participants must not engage in any physical misconduct. Physical misconduct includes, but is not limited to; unwanted touching, sexual advances; physical assault; or any form of behaviour that makes a person feel threatened or uncomfortable in any way; or any other form of harassment, sexual or otherwise.

- 5.4 All forms of sexual contact are forbidden.

- 5.5 All forms of sexual harassment are forbidden. Sexual harassment may include, but is not limited to:

- 5.5.1 making sexually degrading comments or gestures
- 5.5.2 staring or leering at other people's bodies
- 5.5.3 making sexual jokes or propositions
- 5.5.4 sending or posting emails, text messages or social media posts with sexual content
- 5.5.5 physical behaviour, including unwelcome or non-consensual sexual advances and touching
- 5.5.6 displaying sexually explicit pictures in someone else's space or a shared space
- 5.5.7 continuing to touch or hug others if they have said that they do not wish to be touched
- 5.5.8 sharing sexual fantasies or thoughts of a sexual nature, either verbally, in writing or through images
- 5.5.9 taking, attempting to take, and/or sharing photographs, images or videos of a sexual or otherwise inappropriate nature of participants, leaders or other members of staff.

## **6 Discipline Procedure**

A leader or member of BBYO UK staff will strive to work with individuals if concerning behaviour is identified. The intention is to help young people better understand the accepted behaviour on BBYO UK events, as well as ensuring the safety and enjoyment of all BBYO UK participants and leaders.

Sometimes there is a need to take more action in the case of a breach of this Code of Conduct. Any such decision is to be taken in the absolute discretion of the head of the event at that time.

If further action is taken, the participant in violation of any of the rules may be given “strikes” as follows:

**One Strike** – this is the lowest level of disciplinary procedure for the least serious breach. The participant will be required to contact their parent / guardian to inform them that they have been given One Strike.

**Two Strikes** – this is the mid-level of disciplinary procedure for the next serious level of breach or for a repeat breach after a One Strike has been given. In the case of Two Strikes, a BBYO UK representative will contact the participant’s parents / guardians to inform them that the participant has been given Two Strikes. Depending on the severity of the act, Strike Two may be given directly without having a Strike One beforehand.

**Three Strikes** – this is the most serious level of breach. It is given for the most serious violation of the rules or for repeated or serious violation. Any participant given Three Strikes will be required to leave Camp at their own expense in accordance with the terms and conditions of that event.

For the avoidance of doubt, the level of Strike to be given is in the discretion of the head of the event at that time, taking account of the seriousness of the violation and the actual or potential impact on the participant, other participants, leaders, staff and the reputation of BBYO.

Strikes given to a participant at one residential event, will not continue after the end of that residential event. However, any Strikes given to a participant in the last 24 hours of a residential event will be carried over to the next BBYO UK residential event attended by that participant.

The ability of a participant who is awarded Three Strikes at a BBYO UK residential event to attend further BBYO events may be adversely affected. BBYO UK staff will discuss such future attendance with any such participant and/ or their parents / guardians in reaching any such decision.