

BBYO UNITED KINGDOM

CODE OF CONDUCT

Some of the language used in this document may be challenging or more difficult for young members to understand. Parents/Guardians please ensure that the contents of this Code of Conduct are read and understood by yourself and your child.

1. BBYO UK RULES FOR ALL EVENTS

- 1.2 All BBYO UK rules must be adhered to at all times by any person, madrich/a (leader) and chanich/a (participant), involved in any BBYO UK activity.
- 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 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 **Misconduct**

BBYO UK is committed to creating a mentally, emotionally, socially, and physically safe environment for all teens. Engaging in any form of inappropriate or threatening behaviour will typically result in consequences commensurate with the situation.

Misconduct includes but is not limited to; unwanted touching, unwanted 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.

2. CODE OF CONDUCT FOR BOGRIM/OT/MADRICHIM/OT (leaders)

2.1 All Bogrim (graduate leaders) and Madrichim (leaders) must:

- Adhere to all BBYO UK Policies
- Be aware of and adhere to all safety procedures
- Attend the training days/sessions, which are key to implementing BBYO UK policy
- Be on time for training days/sessions, unless agreed otherwise with BBYO HQ
- Dress in a manner that is appropriate to their position within BBYO UK
- Carry out their responsibilities in planning and running events
- Act in a responsible manner in line with our commitment to Dugma Ishit
- Not display any behaviour or language which could be considered as disrespectful
- Treat BBYO UK's and the site's equipment carefully and maintain a tidy working environment

2.2 A Boger/et/madrich/a must not:

- In any circumstances physically strike a participant or member of staff
- Become involved in a relationship with any participant they are working with which might be construed to be at odds with their loco parentis status or be inappropriate in their role within BBYO UK.
- Break staff confidentiality

2.3 A Boger/et/madrich/a is expected to:

- Be sensitive to the needs of the participants and other staff
- Work as part of a team and value peoples' contributions
- Be open to constructive criticism and be willing to develop
- Remember that leadership is a value that we hold about the empowerment of our members within a pluralist environment
- Be prepared to accept instruction and direction from BBYO HQ and senior staff such as Roshim

3. CODE OF CONDUCT FOR BBYO MEMBERS/YOUTH INVOLVED IN BBYO ACTIVITIES

3.1 Participants are expected to:

- Behave in a responsible manner
- Not display any behaviour or language which could be considered as disrespectful
- Treat other members, volunteers and staff with care and respect
- Treat BBYO UK's and the site's equipment carefully

3.2 Participants can expect:

- To be treated respectfully and fairly
- To have an organised programme of activities
- To be in a safe environment
- Staff to take any complaints made by participants seriously and respond to them appropriately

3.3 Inclusion

BBYO UK offers safe and welcoming opportunities for learning and growth to all Jewish teens regardless of background, denominational affiliation, gender, gender identity, sexual orientation, ethnicity, or socio-economic status, including those with a range of intellectual, emotional, and physical abilities.

3.4 Discipline Procedure

BBYO UK staff and volunteers will strive to work with individuals if concerning behaviour is identified. Our intention is to help young people better understand the accepted norms of behaviour on our events.

Sometimes there is a need to take more affirmative action in the case of significant disruption to programmes and activities.

Staff and volunteers have been instructed to operate according to the following disciplinary procedure:

1. A participant in violation of any of the above rules, or the rules given at the start of their event participation, will be issued a first warning. At this point they will be asked to contact their parent/guardian to inform them of this fact.
2. A participation found in violation of the above rules for the second time will be issued a second warning. A BBYO UK representative will contact the parent/guardian to inform them of this fact.
3. A participant found in violation of the above rules for a third time will be sent home at their own cost, without refund and with no further discussion.

If a participant is found to have engaged in illegal activity or anything deemed particularly serious or dangerous by BBYO UK staff, they will immediately activate stage three. The participant will be sent home without warning and at the family's own cost.

Being sent home from a BBYO UK event will impact participation in future activities.

3.5 Dismissal from events

If a participant is asked to leave a BBYO UK event due to a breach of BBYO UK's Code of Conduct, the participant's future involvement in BBYO UK events will be in question. BBYO UK reserves the right to dismiss a teen from any event on a case by case basis and at the parent/guardian's expense.

Prior to application to future BBYO UK activities, a BBYO UK representative will contact the participant and their parent/guardian to discuss the terms of the young person's involvement in BBYO UK events and BBYO UK's teen democracy.

One of our central values is Dugma Ishit, which means leading by example. Participants who do not embody this principle may be excluded from future leadership positions in BBYO UK.

