

BBYO RELATIONSHIPS, INTIMACY, AND PRIVACY POLICY AND PROCEDURES

Relationships, Intimacy and Privacy Policy

The adolescent years are recognized as ones where young people, often for the first time, explore romantic and intimate relationships. The settings that BBYO provides are ripe for this exploration because they are safe places where teens are encouraged to grow emotionally, find meaning for themselves, and explore their Jewish identity. These settings often include dances, weekend retreats, camps, and travel programs where participants are simultaneously in close proximity, given certain freedoms, and influenced by the attitudes and behaviors of others. BBYO must allow teens to pursue healthy, consensual relationships with each other within the bounds of communal norms.

In finding this balance, BBYO's teen, volunteer, and professional leaders should work through the following lens:

- Remind teens of the BBYO Code of Conduct and Community Standards before all BBYO overnight experiences (chapter/council/regional/international).
- When engaged in discussing and promoting healthy relationships, you can find language guidance [here](#) and on the [Healthy Relationships SharePoint page](#).
- Any consensual physical activity whether of an intimate nature or not (such as hand holding, kissing, and hugging) must be done with their surroundings and those in their surroundings in mind.
 - Should their interactions be deemed inappropriate or not in keeping with the BBYO Code of Conduct and Community Standards (groping, exposure, or other sexual acts), staff will ask them to stop. Helpful language when approaching people who may be engaging in activities that make you or others feel uncomfortable or that are private intimate activities occurring around others or in public spaces can be found [here](#).
- It is important for the development of healthy boundaries and relationships that those teens who are in consensual, healthy, intimate relationships are not gossiped about by teens, staff, or advisors
- Staff, advisors and teens may never pressure, coerce or manipulate a teen into a relationship, physical or emotional conduct or contact with another.
- Teens should ensure that all content shared is appropriate and respectful by not posting content that invades someone's privacy or that is profane, violent, targeted, or generally inappropriate.
 - Secretly or openly taking photos of ourselves or others, when someone is not dressed, or is partially dressed, sleeping, is changing or is in a private space such as a bathroom is not allowed.
 - Teens may not take or send nude or partially nude images to each other. Taking, disseminating and saving any nude pictures of a BBYO participant is grounds for immediate dismissal.
- The meaning of terms as they relate to defining inappropriate physical behaviors (consent, assault, rape, power, etc.), consequences of engaging in those actions, and

avenues for reporting any violations or inappropriate behavior must be reviewed verbally prior to the start of any overnight program posted at all BBYO overnight experiences (chapter/council/regional/international). Definitions can be found [here](#). Posters for events can be found [here](#).

- Procedures for participants reporting incidents, including BBYO's anonymous third-party reporting line and [online reporting form](#), must be made readily available to all participants and staff.

BBYO recognizes that teens may engage in consensual physical and intimate relationships. At all BBYO activities, it is expected that teens will adhere to societal norms, what would be considered appropriate in a public setting, when expressing their intimate relationships physically. It is also expected that teens will adhere to the norm of ensuring any physical interaction with friends or fellow teens is both welcome and invited.

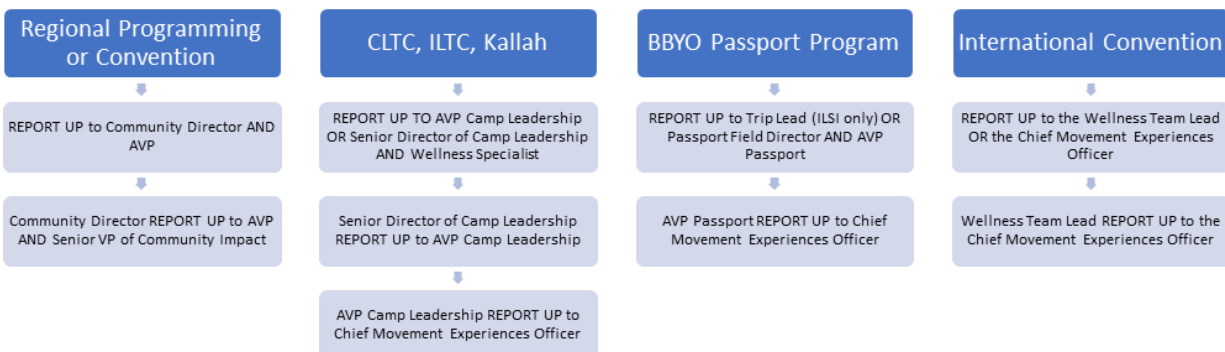
Any teens who publicly engage in inappropriate touching, exposure, or movement for the purpose of sexual stimulation will be asked to stop and could be removed from a program. Additionally, sexual activities may never take place in living quarters or outside the boundaries and rules established for a particular event environment.

Utilizing one's board position or position of leadership, or any attempt to coerce or manipulate another teen into sexual contact or conduct will not be tolerated and will include disciplinary consequences. Additionally, any non-consensual fondling, groping, touching of an intimate body part or other physical or sexual contact will include disciplinary consequences.

Teens should always have consent to take or share photos, videos, or any other content. Additionally, teens may not take a photo or video of someone in a vulnerable, private or embarrassing situation and showing it, texting it, posting it or using it on social media to shame, embarrass, or threaten others creates an environment that is exploitative and where people cannot feel safe, and is not allowed.

Any teen who believes that they have been subjected to inappropriate behavior by another participant at a BBYO activity or program should report it to a BBYO staff member, BBYO's [online reporting form](#), or BBYO's confidential third-party hotline at 1-833-480-0010.

BBYO's Reporting Chain



REPORT UP

REPORT OUT

If BBYO is aware that there are allegations of a crime – sexual assault (as defined legally and in this document), rape, or other criminal allegations – being committed while a teen has been participating in a BBYO program, BBYO will REPORT OUT to the local authorities – 911. In general, BBYO will follow United States’ state law, and BBYO may be required to report an allegation without the family’s consent. In situations where it is not legally required, BBYO will defer to a family about whether or not they want to report an allegation of inappropriate peer-to-peer sexual contact to the authorities.

It is recommended that staff report up any allegations, and consult with their supervisor and/or the Senior Director of Wellness and Inclusion regarding reporting out to the authorities and/or next steps.

If we have reason to suspect child abuse or the allegations involve BBYO staff, advisors, volunteers or other adult, BBYO will make a report out to the authorities as is dictated by our Child Abuse Policy.

BBYO’s Response to Allegations of Peer-to-Peer Sexual Assault

Should a BBYO full-time or seasonal staff, advisor, any other volunteer, and/or any teen in a position of leadership be made aware of an allegation of assault or abuse or of people engaging in an unhealthy relationship in general, the actions below must be taken.

If the allegations happened at a BBYO event or involve a BBYO participant staff will take the following steps:

1. All teens and the matter at hand will be treated with respect.
 - a. Staff will ask questions to learn more about the situation. Staff should use open-ended questions and take notes. *If the information comes in through the online form or the Hotline teens will be followed up with by the Senior Director of Wellness and Inclusion and/or the Senior Director of the BBYO Center for Adolescent Wellness.*
 - b. Reporting teen will be asked what would make them feel safe and what next steps they would like taken. Next steps may include:

- i. Reporting to police – *BBYO staff can assist the teen in making a report to police but should contact supervisor and/or the teen's family for an allegation of sexual assault.*
- ii. Getting support from therapist or other professional
- iii. 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.
- iv. BBYO support for teens and/or disciplinary consequences for alleged offender.

BBYO's response to any allegation will be dictated by local law where the program took place and BBYO policy. Parents and teens cannot dictate policy; therefore, contacting parents, reporting out to authorities, and/or that certain punishments/actions will be dictated by policy and local law where the program took place.

2. BBYO Staff or Advisors REPORT UP and if necessary (OR you suspect child abuse) REPORT OUT
 - a. See above for the reporting chain.
 - b. If you have reason to suspect child abuse, you must report out to local authorities.
 - i. BBYO staff who receive the initial allegation should be the ones to report to authorities. Supervisors or leadership staff may support BBYO staff in making this call, but the BBYO staff should be on the call to authorities.
 - c. Action will be taken to ensure the safety of all participants in the short term until final decisions or disciplinary action is taken:
 - i. The alleged victim and alleged perpetrator will be separated.
 - ii. Any conversations between staff and alleged victim or alleged perpetrator will occur separately.
 - iii. Staff will bring in another set of ears to the conversation which should include support from the reporting chain above.
3. Follow up conversations with other teens – who may have seen or been told about the allegations – may be necessary to fully understand the allegations and next steps.
4. Consult with leadership (as outlined in the reporting chain) to determine final decisions and/or disciplinary action. Staff should also report to BBYO's Senior Director of Wellness and Inclusion and/or the Senior Director of the BBYO Center for Adolescent Wellness for additional support and/or questions.
5. Follow up with teens to share outcomes and receive feedback. Staff may not share information about disciplinary actions taken but can share any information necessary regarding the safety of the teen. Supervisors and/or the Senior Director of Wellness and Inclusion should be included to support and/or participate in the conversation as needed.
6. BBYO Staff will document with the [incident report form](#).

- a. Additional staff can add to the [incident report form](#) as/if needed but the incident form should be filled out by the staff member who initially took the report.

If the allegations did not happen at a BBYO event and/or do not involve a BBYO participant, staff will take the following steps:

- 7. All teens and the matter at hand will be treated with respect.
 - a. Staff/Advisor will ask questions to learn more about the situation. Staff should use open-ended questions and take notes.
 - b. Reporting teen will be asked what would make them feel safe and what next steps they would like taken. Next steps may include:
 - i. 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.
 - ii. Getting support from a therapist or other professional.
 - iii. 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.
 - iv. Potential safety-plan and implementation at BBYO programming moving forward.

BBYO's response to any allegation will be dictated by local law where the program took place and BBYO policy. Parents and teens cannot dictate policy; therefore, contacting parents, reporting out to authorities, and/or that certain punishments/actions will be dictated by policy and local law where the program took place.

- 8. BBYO Staff or Advisors REPORT UP and if necessary, REPORT OUT
 - a. See above for the reporting chain
 - i. Staff will bring in another set of ears to the conversation.
 - b. If you have reason to suspect child abuse, you must report out to local authorities.
 - i. BBYO staff who receive the initial allegation should be the ones to report to authorities. Supervisors or leadership staff may support BBYO staff in making this call, but the BBYO staff should be on the call to authorities.
 - c. Action will be taken to ensure the safety of the participant:
 - i. The alleged victim and alleged perpetrator will be separated.
 - ii. Any conversations between staff and alleged victim or alleged perpetrator will occur separately.
- 9. Staff should follow up with teens to check on safety and well-being. Community Directors and/or the AVP and/or the Senior Director of Wellness and Inclusion should be a part of that conversation.
- 10. BBYO staff will document with the [incident report form](#).
 - a. Additional staff can add to the [incident report form](#) as/if needed but the incident form should be filled out by the staff member who initially took the report.