



## BBYO CODE OF CONDUCT

The BBYO Code of Conduct is designed with the health, safety and well-being of teens, staff, advisors and participants in mind. Teens are expected to adhere to these expectations and to act in accordance with the values of BBYO so that they are seen as role models within BBYO and the community at-large. Failure to do so could result in disciplinary action up to and including dismissal from a program and/or expulsion from BBYO. In some situations, more specific rules may be required to ensure safety. When that is necessary, teens will be made aware prior to registration and are expected to comply.

### General Expectations

- Treat all teens, staff, and partners with respect.
- Follow all program rules and attend all scheduled activities on time unless otherwise approved by staff.
- When issued a BBYO nametag it must be worn and displayed for the duration of the program.
- Proper/respectful attire must be worn at all times. Shoes must be worn in public spaces.
- Teens may not leave the program venue without prior approval by staff unless part of the BBYO sanctioned agenda.
- Visitors may not attend BBYO programs unless they are registered as guests by staff in advance.
- For overnight programs, teens are assigned sleeping rooms at the start of the program and are expected to sleep in those rooms only. AZA teens are not permitted to be in the sleeping area of BBGs and BBGs are not permitted to be in the sleeping area of AZA teens.
- Teens must report property issues or damages in any location to BBYO staff immediately. Any unreported damages will be charged to participant.
- Participants are responsible for securing and administering their own medications unless the rules of the program explicitly state differently. Sharing of medications (prescription and over-the-counter) with others is strictly prohibited.
- All participants and families are expected to read and adhere to BBYO's cancellation policies which may vary based on program.
- Social media must be used responsibly at all times including during overnight/immersive experiences. Posts with dirty spirit, that slander other teens, staff, volunteers, speakers/guests or from anonymous accounts that use BBYO images, logos or the BBYO name will not be tolerated.

### Disciplinary Consequences

BBYO strives to help teens learn from their experience and grow as responsible, independent young adults. In situations where teens do not follow program rules or uphold the values of BBYO, consequences will result. Disciplinary action is guided by an organization-wide standard to ensure consistency and fairness however consequences vary based on circumstances. Below is a guideline. Final action is at the discretion of BBYO's professional staff.

If a teen is dismissed from a program due to failure to comply with the code of conduct, transportation home will be at the participant's own expense. No refunds will be issued. Additionally, if a teen is dismissed from the program, and

received financial scholarship, the family will be responsible for paying it back to BBYO. If there is involvement of law enforcement agencies, BBYO will contact the parents/guardian and not intervene in any other way.

Engaging in any of the following behaviors during a BBYO program will result in immediate EXPULSION:

- Any conduct that endangers the safety, health or welfare of the teen and/or others;
- Conduct or threats of conduct that is violent;
- Possession of fireworks, firearms or other items considered to be weapons and/or anything potentially harmful to others.

Engaging in any of the following behaviors during a BBYO meeting or program will typically result in disciplinary consequences that may include IMMEDIATE REMOVAL OR SUSPENSION from participation in BBYO activities:

- Theft or causing intentional damage to hotel/camp or other's property;
- Bullying, hazing and other actions taken with the intent of harming others;
- Consumption or possession of illegal drugs or alcohol, tobacco or "vaping" products or materials, or any substance—even if not inherently illegal—that is, has been or can be used to create an unnatural high;
- AZA teens found in BBG sleeping area(s) and BBGs found in AZA sleeping area(s).
- Intimate contact in any sleeping area, or any public or private area.
- Unwanted or unwelcome sexual contact, whether physical or verbal;
- Sharing of prescription/over-the-counter medication;
- Leaving a BBYO program venue without permission of staff;
- Inviting/welcoming visitors to an official BBYO activity without permission of staff;
- Tattooing or piercing oneself or others or receiving tattoos or piercings, or other forms of self-modification.

Engaging in any of the following behaviors during a BBYO meeting or program will typically result in CONSEQUENCES COMMENSURATE WITH THE SITUATION:

- Gambling;
- Inappropriate use of social media;
- Use of vulgar language and/or inappropriate gestures;
- Inability to follow BBYO program rules including tardiness/absence from scheduled activities without prior approval from staff, not treating others with respect, not wearing proper attire, not displaying an official BBYO nametag, etc.;
- Inappropriate physical or verbal contact;
- Carrying or displaying toy weapons;
- Usage or possession of tobacco products and e-cigarettes.

Teens who do not uphold the values of BBYO in their community may also be subject to consequences related to BBYO program participation as appropriate based on the situation.