



## BBYO Community Agreements

These are the expectations and values that all participants should abide by, whether in-person or online, to create a positive environment that is welcoming, inclusive, and safe for all:

1. We are here to be the best versions of ourselves. We are supportive, open-minded, kind, understanding, celebrate diversity, and respect all community members.
2. We do not accept bullying, harassment, bigotry, and/or any behavior that puts the health, safety, and well-being of our community members at risk. We do not rank, objectify, or demean others.
3. Alephs and BBGs have an ethical obligation to ensure that every member within the order feels safe and respected within their own identity.
  - a. We respect that there are many different people, identities, and sexual orientations. We respect all teens and how they express their identity and sexuality, and do not force anyone to share personal details.
  - b. We recognize that some teens may feel safe in BBYO expressing parts of themselves and BBYO should be a place where teens feel comfortable without fear of prejudice or any misrepresentation.
  - c. We treat all relationships with respect and not as gossip. If participants want to talk about their relationships or who they are attracted to, we give them the space to do so while respecting individual privacy and individual choice to not participate in the discussion.
  - d. Relationships are not a competition or bonding activity. Being in a relationship is a personal choice and we do not pressure anyone into making that choice nor should anyone feel pressed to talk about who they are interested in.
  - e. Whether online or in-person, we take steps to ensure that all content shared is appropriate and respectful.
  - f. We do not post-content that invades someone's privacy or that is profane, violent, targeted, or generally inappropriate. Secretly or openly taking selfies or photos of ourselves or others or using social media to shame, embarrass, or threaten others creates an environment that is exploitative and where people cannot feel safe.
4. We believe in affirmative consent. Consent is a freely given, reversible, informed, enthusiastic, and continuous specific agreement to engage in any intimate or sexual activity and is an essential part of teens' safety.
  - a. It is the responsibility of the person initiating or escalating physical contact to gain verbal consent, in advance and throughout the interaction, to confirm that the desired interaction is consensual.
  - b. If anyone is ever touched, addressed, or otherwise placed in a situation that they feel is unsafe or uncomfortable, they should report it immediately to an advisor, staff, BBYO's 3<sup>rd</sup> party support line at 1-833-480-0010, or another trusted adult.



5. We are a community of active leaders. We lift each other up, question respectfully, value differing opinions, and always support each other.
6. We respect that this is our community and we are responsible for its physical well-being and will care for any and all physical spaces we inhabit during programming.

**What to do if agreements are broken or boundaries violated?** Should a teen, staff, volunteer, or anyone violate one of these agreements please **reach out to an Advisor, Regional Staff, or another trusted BBYO staff.**

**What if something has happened to you at a BBYO program?** If something has happened to you at a BBYO program, please **talk to an Advisor, Regional Staff, a trusted BBYO staff, or our confidential third-party support line at 1-833-480-0010.**

If you need any additional support, please reach out to an Advisor, BBYO staff professional, trusted adult, or any of the national hotlines and resources available on [BBYO's website](#).