

Participant Respect and Safety Agreement

By enrolling and participating in this UJEB program, camp or event, you agree to contribute to UJEB's vision of fostering a positive and accepting environment for Jewish students to come together to learn, engage and socialise.

With this, by making this agreement you agree to be a:

Share your experiences and contribute in a positive way.

Take opportunities to demonstrate good behaviour.

Account and apologise if you make mistakes.

Respect other people and their opinions, ideas and circumstances.

It is unacceptable to demonstrate any disrespectful or harmful behaviour towards other students, madrichim (leaders) or UJEB staff. This includes but is not exclusive to:

- Harmful or rude comments
- Swearing
- Excluding other people
- Derailing programs by engaging in obstructive behaviours
- Disrupting what people are doing
- Disrespecting the physical space (ie. making big deliberate messes or breaking items)
- Putting yourself or others in unsafe situations
- Stealing from others, events or the UJEB offices
- Being obstructive in the online spaces (ie. rude comments on social media, unnecessary messages in the whatsapp groups)

Any participant seen to repeatedly demonstrate unacceptable behaviour will be subject to a *Three Strike Policy*.

Strike One: Behaviour has continued despite Madrich or Madricha intervention.

Strike Two: A warning will be given by the UJEB Teen Engagement Manager and parents will be notified.

Strike Three: If the behaviour continues despite these warnings, the participant will be removed from the program or event and may be banned from future UJEB

programs and events. Participant re-engagement will be considered only if there is a parent request in writing.

Zero tolerance

UJEB has a zero tolerance policy on any illegal or extreme behaviour such as bullying, sexual misconduct and the possession of alcohol or narcotics. Participants seen to demonstrate any zero-tolerance behaviour will be removed from a program immediately.

Bullying

UJEB policy defines behaviour as bullying (physical, verbal, written and emotional) when it falls under the three Rs:

1. **Repeated**
The behaviour continues despite being identified as harmful and disruptive or after attempts have been made to mediate or stop the situation.
2. **Risky**
The behaviour poses a risk to the safety and wellbeing of participants, staff members and the goal of the program or activity.
3. **UnReasonable:**
There is no reasonable explanation for the occurrence of the behaviour.

Sexual Misconduct

“Sexual Misconduct” means:

- Any unwelcome conduct of a sexual nature;
- Any non-consensual physical contact of a sexual nature;
- Indecent exposure;
- Any behaviour that could reasonably be expected to make a person feel offended, humiliated or intimidated.
- Sexual Misconduct can be physical, verbal or written.

Anyone that is suspected of or has demonstrated sexual misconduct must be immediately reported to UJEB’s Teen Engagement Manager or the Executive Principal. Based on the situation, the suspected perpetrator may receive the third and final warning or will be removed from the program or event.

Possession of alcohol, drugs or tobacco

Anyone caught in possession of alcohol, drugs or tobacco during a UJEB program or event will be immediately removed.