

## NFTY's B'rit K'hilah — Code of Conduct

NFTY is a movement that builds strong, welcoming, inspired communities through teen-powered engagement. This b'rit serves to ensure that we are able to focus on enacting our shared mission. We will promote the creation of a religious youth community based on mutual respect and a sense of personal responsibility. We will treat others with *kavod* (honor and respect) in order to facilitate the feeling of *shalom bayit* (peace in the home) and create a sense of NFTY's welcoming community.

**Our NFTY community feels incomplete without all our members fully present,**

**I will** attend and participate fully in the entire event, unless otherwise agreed upon with the NFTY Regional staff member.

**I will** arrive on time, stay until the end, and remain on the event premises at all times. To maintain *shalom bayit* (peace in the home) within our living space.

**I will** abide by the event curfew announced by the leadership. At the time of the announced curfew.

**I will** go directly to my cabin, hotel room, or host home and remain there until the next session.

**As a means of respect and for the well-being of the community and myself,**

**I agree** to exercise proper consent before and throughout engaging in physical contact with others.

**I understand** that consent is only given when someone gives positive, clear, verbal permission to a sexual activity or any other type of physical contact, and that consent is an ongoing process in which all people in a situation must feel comfortable saying an explicit "yes" or "no" of their own free will to stop the physical activity at any point.

In order to maintain our *kehilah kedosha* (holy community), it is essential that I uphold consent at NFTY events and in my daily life. Consent is a form of respect, and I will continue to show respect for my peers.

**As NFTY is a safe and inclusive space for all participants,**

**I will** not participate in any activities before, during or after events that could be deemed as hazing, sexually harassing, microaggressions, demeaning, hurtful, or bullying.

**This includes** in-person interactions during regional events, interactions over cell phone and email, and actions in online spaces including Facebook groups, Twitter, Instagram, and other forms of social media between events.

**If I hear of, see, or experience** any act of sexual misconduct, whether in person, over social media, or by ear, I will report it to my URJ Staff Member, a trusted adult, or I will report it at [nfty.org/nfty-report-misconduct-form/](https://nfty.org/nfty-report-misconduct-form/). This form will be reviewed by Full Time NFTY Staff to determine next steps.

**I also agree not** to photograph or make video recordings of anyone without their express permission, and not to take any photographs in inappropriate places, such as restrooms, host homes, and cabins. If I post or distribute any pictures/media, they will represent NFTY, the staff, and other participants in a positive and wholesome manner. Anything I post will represent the Jewish values the NFTY community teaches and upholds.

**In order to ensure** the well-being of myself and my peers, I understand that no guests are allowed at any event, unless the adult leadership grants permission in advance, and that any unauthorized guests will be asked to leave immediately.

**Because overnight events can cause a lack of sleep and create dangerous driving conditions,**

**I will not** drive to, during, or from events, unless advance permission for a special situation is requested in writing by my parent/guardian and granted in writing by the NFTY Regional staff member. This includes driving to/from my home to meet NFTY's designated transportation.

**To promote a healthy and safe NFTY environment,**

**I will not** possess, consume, or distribute alcoholic beverages, other than that served by adult leadership for Jewish sacramental purposes, even if I am of legal drinking age.

**I will not** commit any illegal act. I understand that vandalism, disturbing the peace, or other inappropriate behavior as determined by the adult leadership in accordance with the youth leadership will not be tolerated.

**I will not** smoke, consume, or distribute tobacco or vaping products at any time during the event. I will not possess, use, or distribute any illegal drug or drug paraphernalia, including marijuana regardless of the legality in the hosting state.

**I understand** that I will have to pay for any damage that I cause. I understand that no gambling is allowed, except for fundraisers approved by the adult leadership.

As NFTY is a community that I want to keep safe and free of violence, I will not bring or use any weapons, firearms, or anything that may be construed as a weapon.

As NFTY is a community of teens that respect and appreciate the adult leadership and each other, I agree to abide by any additional rules, pertinent to a specific Event, which may be announced, and to accept the consequences of their violation.

**I understand that elements of this brit apply from the time I leave home for the event, during the event itself, and until I return home after the event. Some elements include behaviors and expectations between events.**

**My signature, and the signature of my parent or guardian, on the attached Health and Safety Form for Union for Reform Judaism Youth Programs, affirms my agreement to the rules and policies of NFTY and this B'rit K'hilah**