

Congregation Or Tzion Youth Programs Code of Conduct

2020-2021 ~ 5781

Participant Name: _____

1. Congregation Or Tzion Youth Department expects that there will be proper conduct from youth members at all time.
2. All people and event locations, including online spaces, will be treated with kindness and respect. As defined by the¹ Anti-Defamation League , bullying of any type will not be tolerated.
3. For the safety of our Or Tzion Youth, at in person events:
 - a. Participants may not leave programs early unless permission is given to the Youth Director from a parent or guardian.
 - b. Participants must inform the Youth Director when they leave an event.
 - c. Youth must stay inside the event space during events, unless given explicit permission otherwise.
4. Theft or other illegal conduct could be sufficient reason to be sent home or removed from the online program and/or to place the offending youth group member(s) on probation within the Youth Department. The consequence will be determined by the Youth Director.
5. Possession or use of the following, regardless of whether we meet in person or online, is not permitted: weapons; alcoholic beverages; illegal drugs; unauthorized prescription drugs; cigarettes; vaping paraphernalia; matches; lighters and incense or possession or using any other item deemed inappropriate or dangerous by Congregation Or Tzion staff. Possession of any of these items is grounds for dismissal from the youth program. The consequence will be determined by the Youth Director.
6. Congregation Or Tzion's interpretation of kashrut is to be observed at all times.
7. Any additional rules pertinent to specific events shall be announced by the Youth Director and shall be observed as written rules.
8. Each youth group member must have the signed Congregation Or Tzion Code of Conduct and Kadima/USY membership form on file with the Youth Director.

Any member breaking any of the above rules will be subject to disciplinary action, at the discretion of the Youth Director with the possibility of the member being removed from the program and/or sent home immediately, at his/her own expense, forfeiting all monies paid and may be asked not to return. Congregation Or Tzion has the right to cancel a participant's ability to be part of the youth group for any timeframe Or Tzion deems appropriate with a forfeiture of prior payments.

We agree to the terms of the Congregation Or Tzion Kadima and USY Code of Conduct.

Participant signature

Date

Parent/Guardian 1 Signature

Parent/Guardian 2 Signature

Date

¹ The repeated actions or threats of action directed toward a person by one or more people who have or are perceived to have more power or status than their target in order to cause fear, distress or harm. Bullying can be physical, verbal, psychological or any combination of these three. <https://www.adl.org/education/resources/glossary-terms/definitions-related-to-name-calling-bullying-and-bias>

Congregation Or Tzion Youth Programs Policies and Procedures for Parents

Parent/Guardian Names: _____

Participant Name: _____

1. Participants must be members to attend Kadima/USY events.
 - a. Participants may attend one (1) Lounge Night for free and attend one event at the non-member rate before joining. After that, participants will need to become a member of Or Tzion's Youth Department to continue attending events.
 - b. Annual dues (August to July) must be paid in full prior to attending the second event.
 - c. Participants must be paid members to run for the USY Board.
2. Congregation Or Tzion expects that there will be proper conduct from youth members at all times. All people and event locations, including online spaces, will be treated with kindness and respect. As defined by the Anti-Defamation League, bullying of any type will not be tolerated.
3. For the safety of our Or Tzion Youth, at in person events, participants may not leave programs early unless written permission is given to the Youth Director/Advisor from a parent or guardian.
4. Participants must RSVP for every event they plan on attending. Payment will be accepted online through the synagogue website. Member and non-member pricing may apply.
5. Refund policy:
 - a. If you are unable to attend an event that you have previously RSVP'd for, you must cancel 36 hours prior to the event in order to be eligible for a refund.
 - b. If you RSVP for an event and do not attend your payment for the event will not be refunded.
6. Any theft or other illegal conduct will be sufficient reason to be sent home or removed from online programming and/or to place the offending youth(s) group members on probation within the Youth Department.

Parent/Guardian 1 Signature

Parent/Guardian 2 Signature

Date

PHOTO RELEASE

I/we give permission for our child to be photographed and/or videotaped while participating in Kadima/USY events and for such images to be used for print and electronic promotion of the Or Tzion Youth Group, including but not limited to: the Or Tzion website, any associated websites, newspaper articles, publications, newsletters and/or chapter video yearbooks. I/we also acknowledge that neither Congregation Or Tzion nor USY has the ability to monitor or control the use of photographs taken by participants or third parties during its events and will hold them and their agents, employees, etc. harmless for their use.

Parent/Guardian 1 Signature

Parent/Guardian 2 Signature

Date

² The repeated actions or threats of action directed toward a person by one or more people who have or are perceived to have more power or status than their target in order to cause fear, distress or harm. Bullying can be physical, verbal, psychological or any combination of these three. <https://www.adl.org/education/resources/glossary-terms/definitions-related-to-name-calling-bullying-and-bias>