

## Nesiah Participant Code of Conduct

### 1. Introduction

This Code of Conduct allows all participants to know what is expected of them, and to reflect on how they will contribute to the positive experience of the trip for all. Each participant needs to understand the impact of their behaviour on their own safety and the safety of others. Please understand that adherence to this Code of Conduct ensures the safety of both the participant and the Program itself. Experience shows that these standards of compliance assist in the smooth running of the Program. The Nesiah Coordinators and the Madrichim have a mandate to ensure that the safety of all and that this Code of Conduct is adhered to, to ensure the safety of all participants on the program is a priority.

Nesiah is an incredible, once-in-a-lifetime opportunity that aims to enhance one's personal identity and their connection to Judaism and to Israel. This experience both educates and inspires participants as they embark on an uplifting journey into the history of the Jewish people. On Nesiah, we welcome respectful questioning and discussion about our past, our future and our responsibility as Jews.

### 2. General

- 2.1.** Participants must always comply, immediately and without argument or discussion, with any instruction given to the group or to the participant individually, by the Program Leader, or any member of staff employed by BJE, or other organisations engaged by BJE. If a participant in any way or at any time behaves in a way that is contrary to or breaches this Code of Conduct, then that participant may be disciplined, including but not limited to, being sent back to Australia immediately at their family's expense. If any disciplinary action needs to be taken, all parties (including the participant's parents/guardians) will be immediately notified.
- 2.2.** Participants must not at any time under any circumstances:
  - a) leave the group or any premises or precinct in which the group or part of the group is required to be, without the specific permission of a Nesiah Coordinator or Head Madrich.
  - b) use public transport (including buses, trams, taxis or Uber-type services), except in exceptional circumstances and even then, only with written permission from parents and a Nesiah Coordinator; or
  - c) hitchhike.
- 2.3** Participants must not touch apparently 'ownerless' objects including but not limited to suitcases, handbags, shopping bags, cigarette boxes etc. If they see any unattended objects or if they become aware of any other potentially dangerous circumstances, they must immediately report this to a Staff Member.
- 2.4** Participants must participate respectfully in all aspects of the Nesiah program, including by:
  - a) respecting the importance of all elements of the program, including meals, curfews, and organised activities.
  - b) arriving on time for all departures, scheduled field trips and classes.
  - c) speaking with respect, and appropriately to others.

- d) behaving in a manner that is honest, empathetic, considerate, and inclusive of others.
  - e) not teasing, bullying, or belittling others.
  - f) taking responsibility for one's actions; and
  - g) behaving in a manner that will uphold the good names of one's respective school, BJE, UJEB and their Jewish community always.
- 2.5** Participants may be subject to bag and/or room searches, including random searches, at any time while participating in the Nesiah program.

### **3. Airport behaviour and flying**

- 3.1** Participants must:
  - a) comply with all airline requirements regarding both cabin luggage and the weight of luggage to be checked in. Participants are not permitted to purchase extra weight or baggage allowance; and
  - b) check in their own baggage and move through airport security as respectfully efficiently as possible.
- 3.2** Participants must:
  - a) stay with their designated family group at all times.
  - b) ensure that they understand meeting locations and times and comply with all deadlines; and
  - c) wear masks when it is required on flights and in airports.
- 3.3** During flights, participants must be considerate of other passengers and not engage in loud conversations or engage in behaviour likely to disturb or disrupt other people.

### **4. Accommodation**

- 4.1** Participants must sleep in their assigned room. Boys' and girl's rooms are always out of bounds to the other gender.
- 4.2** Participants must keep the door to their assigned room locked at night.
- 4.3** Participants are responsible for the cleanliness and order of their rooms. Rooms may be inspected without warning. Participants will be held financially responsible for any damage or loss of equipment/bedding etc., that they have (either wholly or partially) caused.
- 4.4** Participants are not permitted to order 'room service' at any time, even at their own expense.
- 4.5** Participants must be mindful of the rights and privacy of others, and to not disturb others during rest periods, or at night.
- 4.6** Participants' friends or relatives may only visit them with the approval of a Nesiah Coordinator. Guests are ONLY permitted in public spaces such as lounges or common rooms and will not be granted permission to sleep over. All visitors must leave at a time specified by a Nesiah Coordinator.
- 4.7** Participants must comply with any curfews that are set by a Nesiah Coordinator.

## 5. Phones

- 5.1** When in Israel, participants must always carry a charged mobile phone (with an Israeli SIM card).
- 5.2** Mobile phones are intended to enhance personal security and must not be used during any of the programs or in a manner that disrupts any activities, other than for taking photographs.

## 6. Injury or illness

- 6.1** Participants must report any illness, including but not limited to Covid symptoms, or injury to a Nesiah Coordinator or Head Madrich as soon as practicable.
- 6.2** Participants must have the permission of a Nesiah Coordinator and be accompanied by a Staff Member or Madrich always approved by a Nesiah Coordinator if they need to:
  - a) stay in the group's accommodation because they are sick; or
  - b) leave the group to seek medical or other health treatment.

## 7. Alcohol, drugs, tattoos and piercings

- 7.1** Participants must not purchase, possess, consume, deal in, or use alcohol, tobacco products, e-cigarettes, or illicit drugs, at any time during Nesiah. It is illegal in Israel to enter a club or pub or purchase alcohol or tobacco products under the age of 18, and participants must not do so.
- 7.2** Participants must not assist another person to purchase, possess, consume, deal in, or use alcohol, tobacco products, e-cigarettes, or illicit drugs, or be complicit in another participant's breach of this Code of Conduct.
- 7.3** Participants may only bring medication (prescription or non-prescription) with them from Australia, or purchase them while overseas, with their parents' written permission, which should be detailed on the medical forms provided by parents before Nesiah.
- 7.4** Participants must not have any part of their body tattooed or pierced without a Nesiah Coordinator sighting written permission from parents/guardians, while on Nesiah. BJE is not responsible for the medical care of any participant that elects to get a tattoo or piercing.

## 8. Bullying, harassment, and victimisation

- 8.1** Participants must not bully, harass, or victimise others.
  - Bullying generally means unreasonable repeated behaviour by a person or group which is directed towards another person (sometimes, but not always, a less powerful person), that makes the victim feel distressed, intimidated, humiliated, threatened, or vulnerable and creates a risk to their health and/or welfare. Conduct that is bullying might be verbal, physical, social, or psychological conduct. A person might be bullied for any reason - it might be that someone just does not like that person.

- Harassment generally means conduct that unreasonably causes offence, humiliation, or intimidation. Sometimes, but not always, harassment is based on characteristics of the victim such as sex, race/ethnicity, disability, or sexuality.
- Victimisation generally means treating someone badly because they have made (or threatened to make) a complaint about bullying, harassment, or other unfair behaviour.

- 8.2** Participants should not tolerate bullying, victimisation, or harassment, and should report any incidents of these types of behaviour (whether directed at them or someone else), to a Nesiah Coordinator or Madrich.
- 8.3** Participants must not swear or use any form of language that is abusive or might intimidate or humiliate anyone.
- 8.4** Incidents of bullying, harassment, or victimisation towards a participant by Staff Members, administrators, or other non-participants must be reported immediately to a Nesiah Coordinator or a Madrich.

## **9. Sexual harassment**

- 9.1** Sexual harassment is regarded as an extremely serious offence, in violation of an individual's civil rights as well as that of Jewish law and ethics. Sexual harassment is defined as unwanted sexual attention or unwanted physical contact from peers, staff, or anyone the participant may interact with within the course of the Nesiah program. This includes incidents of sexual attention or unwanted physical contact from the participants to members of the staff and administration of BJE. The range of behaviours included in this definition is broad but generally includes verbal or written comments of a sexual nature, obscene language directly addressed to the victim, hostility toward the victim based on sex, pressure for sexual activity, leering, filming, texting, pinching, patting and other forms of unwanted touching. Such unwanted sexual overtures are strictly prohibited on Nesiah in all relationships between members of the program's community.
- 9.2** Incidents of alleged sexual harassment towards a participant by another participant must be reported immediately to a Nesiah Coordinator or a Madrich.
- 9.3** Incidents of alleged sexual harassment towards a participant by staff members, administrators, or other non-participants must be reported immediately to a Nesiah Coordinator or a Madrich.

## **10. Social media posts**

- 10.1** Participants may be invited to contribute to the official Nesiah Blog and are also allowed to post about Nesiah.
- 10.2** Participants should seek the consent of those in the pictures that they post.
- 10.3** When posting on any social media, participants must not include their locations, or photos that could identify their locations, either before or during their visits to those locations, but they may post these after the event is finished.

## Nesiah Participant Code of Conduct Agreement

**The safety and wellbeing of all participants and staff on the Nesiah Israel Program, is a priority. Participants can expect to be treated in a fair, unbiased and consistent manner.**

All participants on the Nesiah Israel Program can reasonably expect to:

- a. Be in an inclusive environment where everyone is treated with respect, understanding and dignity
- b. Enjoy fully, the experiences and opportunities of the Nesiah Program
- c. Travel and participate in an environment, which recognises and caters for their individual Jewish commitment and expression of Jewish identity, where they can develop their knowledge, skills and interests
- d. Contribute ideas and have their views and contributions treated with respect.

Participants must always comply, immediately and without argument or discussion, with any reasonable and clearly communicated instruction given to the group, or individually, by the Head of the Nesiah Program, a Madrich or another staff member from The Jewish Journey, or any other appointed leader of a program or activity. These instructions will be for the safe participation of both the individual and the group.

Any participant who places the safety of themselves or the group at risk, by being non-compliant, in any way, at any time, may be at the absolute discretion of the staff of The Nesiah Israel Program, disciplined, including without limitation by being sent back to Australia immediately and/or by being suspended from the program. Where a participant is suspended from, or asked to leave the program, this will be at the parent's expense. There will be no refund for any cost of the Nesiah Program.

### Application and Acceptance on the Nesiah Program

Acceptance onto the Nesiah Program is contingent on:

- a. Parent and participant having read, agreed, and signed the *Participant Code of Conduct*
- b. Providing a reference from the participant's School
- c. In some circumstances, an interview with the Head of the Nesiah Program and a Participant Support Management Plan to ensure that our duty of care for the safety and wellbeing of the participant and the group can be met.

### Pre Israel-Programs

There are several scheduled Pre-Israel activities in 2022, including a mandatory Nesiah Camp.

**A participant who is accepted** into the Nesiah Israel Program is expected to attend all pre-Israel Programs and conduct themselves in any such pre-Israel activity in accordance with the *Participant Code of Conduct*.

Where a participant, while on an activity/camp:

- a. presents a significant management challenge,

- b. demonstrates a significant lack of compliance and/or overt disrespect for Nesiah staff or other participants, or
- c. places themselves or others at risk

the participant will be excluded from the Nesiah Program. The decision to exclude a participant rest with the Head of the Nesiah Program.

**BJE will not provide a refund of any monies where a participant is excluded (sent home or suspended) from the Nesiah Program based on a breach of the Participant Code of Conduct. Y2i or i4Y will require a full repayment of their grant, should a participant be excluded (sent home or suspended) from the Nesiah Program based on a breach of the Participant Code of Conduct. You will be required to reimburse these monies within 60 days of the Nesiah Israel Program returning to Australia.**

The precise nature of any disciplinary consequences will depend on the management challenge and the circumstances in which it occurs. In determining the appropriate consequences, the Head of the Nesiah Program, and possibly in conjunction with the President of the BJE Board, will act without bias and apply the principles of due process, fairness, and consistency.

If exclusion of the Nesiah Program is being considered the following process will occur:

1. The parents of the Participant are contacted and advised that their child has breached the Participant Code of Conduct and will be excluded from the Nesiah Program and sent home.
2. The Participant will be advised that his/her parents have been contacted and advised that s/he is going to be excluded and sent home and the reasons why.
3. The Participant is provided with a support person where required and provided an opportunity to respond to the reasons as to why s/he is being excluded and sent home.
4. The outcome of that discussion is communicated to the parents of the Participant.

At all times, BJE will act in a confidential manner.

I agree to act in accordance with the Nesiah Participant Code of Conduct and agree to all terms of this agreement.

Participant Signature: \_\_\_\_\_

Participant Full Name: \_\_\_\_\_

Date: \_\_\_\_\_

I agree to all terms of the Nesiah Participant Code of Conduct agreement.

Parent Signature: \_\_\_\_\_

Parent Full Name: \_\_\_\_\_

Date: \_\_\_\_\_