

Participant Covenant for UUA Intergenerational Events

Policy on Sexuality and Community for All Participants

While sexuality is a healthy and important part of young people's lives, there are times and places where sexual behavior is inappropriate. This policy seeks to create a healthy and safe space for all participants. Exclusive relationships detract from the community. All participants must abide by the following policies:

- Participants must respect each other's physical boundaries.
- Participants shall refrain from sexual, seductive, or erotic behavior while at the event.
- Sexual behavior between participants at the event and sexual harassment are not permitted and will not be tolerated.
 - *Any harassment regarding race, color, national origin, religion, age, sex, gender, sexual orientation, or disability will not be tolerated. Such harassment includes unsolicited remarks, gestures, or physical contact, display or circulation of written materials or derogatory pictures directed at any of these categories. In addition, sexual advances, jokes, explicit or offensive pictures, requests for sexual favors, sexting, and other verbal or physical conduct of a sexual nature constitute sexual harassment.*
- The event leadership team is responsible for ensuring this policy is enforced. Parents/guardians are invited to discuss this policy with youth.

Code of Ethics for Adults

Adults who work with youth are in positions of power and play a key role in the spiritual and identity development of younger members of the community. Therefore, it is especially important that adults be qualified to provide the special nurture, care, and support that will enable youth to develop a healthy, positive sense of self and responsibility. Youth and adults suffer damaging effects when adults become sexually involved with young persons in their care; therefore, adults will not engage in any physical, sexual, seductive, erotic, or romantic behavior with youth. Neither shall they sexually harass or engage in behavior with youth which constitutes verbal, emotional, or physical abuse. In cases of violation of this code, appropriate action will be taken.

Behavioral Guidelines for Participants

- Respect the Policy on Sexuality and Community and Code of Ethics for Adults above.
- No drugs, weapons, or alcohol.
- No pets.
- All participants will remain on-site during the event.
- Adults must remain in the role of advisor at all times.
- Participants must provide all requested, signed permission and release forms.

I have read and agree to adhere to these policies and guidelines while at the event. I understand that breach of this covenant will result in disciplinary action up to and including dismissal from the event and the inability to attend future UUA Youth events.

Name _____ Signature _____ Date _____

The Smoking Policy 2015 Spring Seminar

The UU-UNO recognizes that nicotine can be an agent of addiction. However, tobacco use is a privilege, not a right. Many districts have a no-tolerance policy on youth smoking at district events. UU-UNO allows it under regulated circumstances, but it is possible to have this privilege revoked. If the smoking policy is broken, the privilege to smoke at the event may be lost -- UU-UNO HOTYS reserve the right to revoke this privilege if the policy is broken and to decide consequences.

Tobacco use is acknowledged as a serious health hazard. Though the UU-UNO has a smoking policy, UU-UNO does not encourage smoking. The UU-UNO actively supports fighting addiction to tobacco products, and strives to make events into safe environments. Smokers trying to quit at this event will find an understanding and supportive atmosphere to help them make this important step towards bettering their lives. Smokers will find positive reinforcement to help them quit smoking at this seminar.

***NOTE: Everyone attending the event must sign this policy, whether smoker or non-smoker.**

1. **No sharing.** Sharing of cigarettes or other tobacco products is not allowed at the event. If an event attendee does not bring cigarettes or other tobacco products s/he may not smoke or use tobacco at the event. No one should start smoking at these events.
2. **No tobacco runs.** As the UU-UNO does not condone smoking, no trips will be made to buy cigarettes or other tobacco products for smokers who run out of or did not bring cigarettes or other tobacco products to the event. If you run out, you won't be able to access any more.
3. **No smoking anywhere but in the designated smoking area(s).** At the beginning of every event, a smoking area(s) will be designated and made known to the entire community. All tobacco use at the event must be done in the designated smoking area(s).
4. **No more than 4 people in the smoking area(s) at one time.** Smoking is not considered a social activity and the smoking area(s) are not hangout area(s). A separate outdoor hangout/fresh air area will be designated for the entire community. Therefore, there are never more than four people in a smoking area.
5. **No loitering.** As the UU-UNO discourages smoking, only people who are actively smoking may be in the smoking area. Anyone who is not smoking at event may not be in the smoking area.
6. **No leaving cigarettes out in public.** As the UU-UNO discourages smoking, cigarettes or other tobacco products should not be left out in public at the event. The HOTYs hosting the event are not responsible for cigarettes or other tobacco products lost during the event.
7. **Must attend smoker's meeting and sign covenant.** As the UU-UNO discourages smoking, the activity is regulated at the event. A smoker may not smoke at the event unless s/he has signed the smoking covenant and attended the smoker meeting/talked to one of the HOTYs.
8. **It is illegal to buy cigarettes if you are younger than 18** Be prepared: It is illegal for any establishment to sell cigarettes to a minor.

I, _____, have read the above policy in its entirety, understand its purpose, and agree to adhere to the policy at this event. I understand that any infractions of this policy will be referred to those with the title Head of the Youth, who will take appropriate action. **Signature:** _____ **Date:** _____

UNITARIAN UNIVERSALIST ASSOCIATION

Photo, Audio, and Video Release Form

I hereby authorize the Unitarian Universalist Association (“UUA”) to make use of my appearance in photographs, audio, and/or video recordings (hereafter, “media”).

The UUA shall have complete ownership of the media. I grant the UUA the right to use it with no restrictions or claims, including, but not limited to, the right to edit, use, and reuse the media as the UUA deems appropriate. I also hereby release the UUA and its officers, employees, agents and volunteers, from all claims, demands, and liabilities whatsoever in connection with the above.

Name (printed): _____

Signature _____ **Date** _____

Signature of parent or guardian _____ **Date** _____

(must be signed by a parent/guardian if the participant is under 18 years of age)

UU-UNO 2015 Intergenerational Spring Seminar
International Criminal Justice: From Punitive to Restorative

Community Energy Covenant for Youth

Our purpose: to create an inclusive community through intentional action in which we can expand our spiritual and intellectual horizons.

I covenant with the community to take these actions:

1. Expand my experience by connecting with people whom I might not normally engage with. My goal is to become more connected to our community by forming new friendships.
2. Actively seek out people who are not included and intentionally include them, not just by inviting them near me but also by engaging them in conversation.
3. Take care of my personal needs (sleep, alone time, etc) so that I can give my best self to the community. I also understand that my full participation is necessary for the success of the Seminar.
4. Become more aware of my own prejudices and actively work to confront and overcome them. I will be aware of power dynamics within the community. If an opinion is expressed that I disagree with, I will listen and ask questions in an attempt to understand the point of view without imposing my own.

I covenant to abstain from these actions:

1. Engaging in exclusive behavior, such as spending excessive amounts of time with the same people.
2. Sexual behavior, which is detrimental to the community because it makes others uncomfortable. Therefore, we do not permit any forms of sexual behavior at this Seminar.
3. Sexual harassment, there is a no tolerance policy for sexual harassment.
4. Possession, use, or being under the influence of illegal drugs or alcohol.
5. Violence, abuse, or harassment (physical, verbal, sexual, etc).
6. The possession of weapons.

The Head HOTYs (Head of the Youth) are Corry Sullivan and Alley Wolff. All the HOTYs, including Ben Gaffigan and Catherine Thomson, will work together to try to make sure that everyone is emotionally and physically safe. The HOTYs have the right to take disciplinary action, and **the community is responsible for informing the HOTYs about covenant infractions.** The HOTYs are responsible for deciding what to do when an infraction is made. The HOTYs are always available to talk with. Everything said to a HOTY will remain confidential except when it concerns harming yourself, someone else, or property.

Print name: _____

Signature: _____ Date: _____

Parent/Guardian Permission Slip

UUUNO Intergenerational Spring Seminar
April 9th – 11th, 2015
International Criminal Justice: From Punitive to Restorative
(Youth Program begins Wednesday evening, April 8th)

Name of Participant _____ Age/Gender _____

Address _____

City _____ State/Province _____ Zip/Postal Code _____ Country _____

Email _____ Phone _____

Congregation _____

District/Region _____

In Case of Emergency, please contact:

Name _____ Relation to Participant _____

Day Phone _____ Evening Phone _____

Name of person with policy _____ Group ID _____

Health Insurance Company _____ Member ID _____

To be signed by the parent/guardian of the youth participants:

My child has my permission to participate in the 2015 Annual Intergenerational Spring Seminar in New York City, April 9th - 11th, 2015. In the event of an accident or serious illness, the conference sponsors have my permission to authorize medical treatment, and I covenant to hold harmless the Unitarian Universalist United Nations Office, its officers, employees, and volunteers from any and all claims, causes of action, and liability of any kind or nature, including personal injuries, or in any way arising out of, directly or indirectly, my child's attendance and participation in the seminar. I have listed my insurance company and ID above. I understand that should my child engage in illegal or seriously disruptive behavior, they will be sent home from the conference at my expense.

Parent/Guardian's Name _____ Phone _____

Parent/Guardian Signature _____ Date _____

Youth Signature _____ Date _____