



Interactions Outside of Programs Policy

Virtual Social Interactions Outside of Programs (Digital Communication, Video, Social Media)

Jacob's Chance encourages meaningful connections in the community but is not responsible for virtual social interactions outside of its structured programs and events. The following guidelines must be adhered to by staff, volunteers, and contractors to ensure professionalism and participant safety:

Minors

- Prohibition on One-on-One Digital Communication: Staff, volunteers, and contractors are strictly prohibited from engaging in one-on-one digital communication (e.g., direct messaging, texting, video calls) with minors.
- Social Media: Staff, volunteers, and contractors must not "friend," "follow," or engage with minors on personal social media accounts. Communication with minors on social media must occur only through official Jacob's Chance accounts and relate solely to programming.
- Parent/Guardian Involvement:
 - Any communication outside structured programming must:
 - Be approved in advance by Jacob's Chance leadership.
 - Include a parent or guardian on the communication thread.
 - Relate only to programming, such as scheduling or logistics.

Adults

- Guidelines for Digital Communication: Staff, volunteers, and contractors are generally discouraged from engaging in one-on-one digital communication (e.g., private messaging, texting, or video calls) with adult participants outside of Jacob's Chance programming unless the interaction directly relates to the individual's participation in Jacob's Chance activities.
- Social Media: Staff, volunteers, and contractors are discouraged from engaging with adult participants on personal social media accounts. Communication is encouraged through official Jacob's Chance accounts.
- Special Considerations: Jacob's Chance understands that friendships may develop and that building community is a cornerstone of its mission. In such cases, the following guidelines must be adhered to:
 - Inform Leadership: Staff, volunteers, and contractors must notify Jacob's Chance leadership about the digital interaction and commit to prioritizing participant safety over socializing.
 - Participants Under Guardianship:
 - Notify Jacob's Chance leadership about the proposed interaction(s).
 - Leadership will consult with the participant's guardian, obtain written approval or disapproval, and maintain documentation of the decision.
 - If approved, leadership will:
 - Provide written confirmation of the approval to the staff, volunteer, or contractor.
 - Require the staff, volunteer, or contractor to read and sign a copy of this policy to affirm their understanding and compliance.



In-Person Social Interactions Outside of Programs

Jacob's Chance encourages meaningful connections in the community but is not responsible for social interactions outside of its structured programs and events. The following guidelines should be adhered to by staff, volunteers, and contractors:

Minors

- Staff, volunteers, and contractors are strictly prohibited from engaging in one-on-one social interactions with minors outside of Jacob's Chance programming and events.
- Any interaction outside programs and events must be approved in advance by Jacob's Chance leadership and include a parent or guardian.

Adults

- Staff, volunteers, and contractors are generally discouraged from engaging in one-on-one personal or informal social interactions with adult participants outside of Jacob's Chance programming unless the interaction directly relates to the individual's participation in Jacob's Chance activities.
- Jacob's Chance understands that friendships may develop and that building community is a cornerstone of its mission. Therefore, the following guidelines must be followed:
 - Inform Jacob's Chance leadership about the friendship and commit to prioritizing participant safety over socializing.
 - If an adult participant lives independently, the social interaction should involve a third person to avoid one-on-one interactions.
 - If an adult participant is under guardianship, any interaction outside programs and events must be approved in advance by Jacob's Chance leadership and include a parent or guardian.