

Interactions Outside of Programs Policy



At Jacob's Chance, we value the meaningful connections that naturally form within our programs and believe they are an important part of building community. While Jacob's Chance cannot oversee or take responsibility for social interactions that occur outside of our structured programs and events, we do ask that staff, volunteers, and contractors maintain appropriate boundaries and prioritize participant safety at all times.

Personal or informal one-on-one interactions with adult participants outside of Jacob's Chance programming should generally be avoided unless they are directly connected to a participant's involvement in Jacob's Chance activities.

If you plan to connect with a participant outside of a Jacob's Chance program, please complete the [Interaction Outside of Jacob's Chance Programming Form](#) so that leadership is aware and can ensure that all safety and ethical standards are upheld.

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

Minors

- Prohibition on One-on-One Digital Communication: Adult 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: Adult 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 include a parent or guardian on the communication thread.

Adults

- Social Media: 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 should be adhered to:
 - Inform Leadership: Staff, volunteers, and contractors should notify Jacob's Chance leadership about the digital interaction using the [Interaction Outside of Jacob's Chance Programming Form](#) and commit to prioritizing participant safety over socializing.
 - Participants Under Guardianship:
 - Notify Jacob's Chance leadership about the proposed interaction(s) using the [Interaction Outside of Jacob's Chance Programming Form](#).

- Leadership may consult with the participant's responsible party, and maintain documentation of the interaction.
- May 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

Minors

- Adult 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 include a parent or guardian.

Adults

- 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 Leadership: Staff, volunteers, and contractors should notify Jacob's Chance leadership about the interaction using the [Interaction Outside of Jacob's Chance Programming Form](#) 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 possible.
 - If an adult participant is under guardianship, any interaction outside programs and events must include a parent or guardian and should be reported to Jacob's Chance leadership using the [Interaction Outside of Jacob's Chance Programming Form](#).

Effective Date:

Interaction policies last updated November 6th, 2025 and effective January 1st, 2026.