FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

700.01 CHILD ABUSE PREVENTION POLICY

At the YMCA, we are committed to the prevention of physical, sexual, and emotional abuse and neglect. Child safety is of utmost importance and therefore, the Y has developed standards, guidelines, and training to aid in the detection and prevention of child abuse. In addition, employees are screened, background checks are conducted upon hire and annually for the duration of employment and staff members who have contact with children receive annual training in recognizing, reporting, and preventing child abuse.

The YMCA will not tolerate, condone, or allow harassment by or of Y participants, volunteers, members, or employees. Should you suspect abuse, experience, or become aware of harassment of any kind, or any other behavior that violates
the YMCA's policies, codes of conduct, or local laws and regulations, you have a responsibility to report the violation or suspected violation to the appropriate entities within the YMCA.

All YMCA staff and volunteers are mandated reporters as required in accordance with the YMCA Membership Standards. This means that we require suspicions, disclosure, or discovery of child abuse to be reported to the county child protective services. All YMCA staff are expected to follow these reporting requirements.

The YMCA maintains a zero-tolerance policy for abuse; this means we will not interpret a person's intent or motivation and will respond uniformly to all boundary and policy violations. The YMCA will share all observed actions and/or reports to the appropriate authorities. Children and young people may be harmful to each other in ways that are classified as peer-to-peer abuse. YMCA staff and volunteers are trained to prevent, intervene and/ or report instances of bullying, peer-to-peer misconduct, and sexualized behavior.

Some key protections for our youth are below:

- Staff and volunteers will not abuse children in any way.
- Staff and volunteers are not to be alone with a single child where they cannot be observed by others.
- Staff and volunteers will never leave a child unsupervised.
- Staff and volunteers are to report to a supervisor any observation or suspicion of another staff or volunteer in violation of these policies and/or other concerns related to potential abuse of minors.

If you have a grievance, would like to make a report, ask a question, or obtain more information, please share that with your supervisor or contact our Confidential Hotline at risk.ymcamso.org.