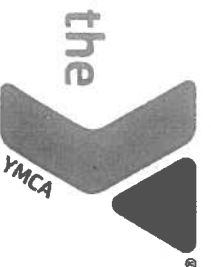
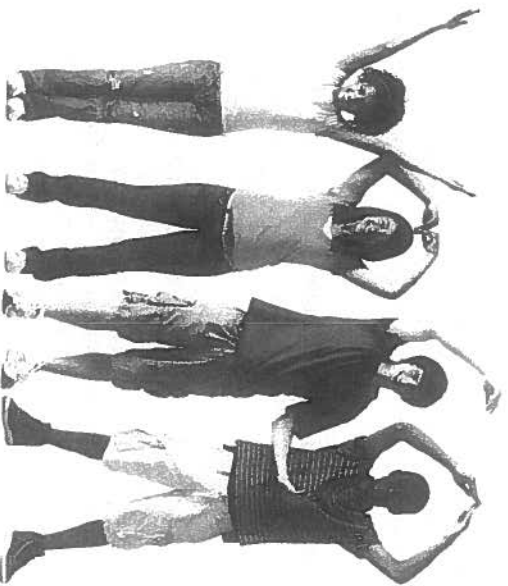


**YMCA Staff Contacts**  
For more information or to report suggested abuse, contact any of the YMCA Program Leadership Team at the YMCA, 330-364-5511.

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# **Tuscarawas County YMCA Child Abuse Prevention Policy Parental Handout**

January 2016

The Tuscarawas County YMCA is committed to providing the safest possible environment for children that are involved in YMCA programs, activities, and open recreation. This is a collection of policies that have been initiated for staff, volunteers, and participants to help insure the highest level of child safety. Parental supervision is still the best means of proactive supervision and parents are encouraged to be present whenever possible and support their children while in participating in programs, activities, games, meets, or events.

#### Child Watch Policy

During YMCA programs, staff members and volunteers should never be alone with a single child, out-of-sight or unobserved by other staff.

When counseling children, an observer (staff or volunteer) should join with the counseling employee or volunteer. If this is not possible, keep the counseling session (conversation) in the open where it can be viewed by others.

Staff and volunteers are to refrain from the use of offensive language, innuendoes, physical contact, or behavior, including sexual harassment or intimidation, to members, fellow employees, volunteers, or other participants in YMCA programs or activities.

Some acceptable Forms of Nonverbal Communication while working with children under appropriate conditions include:

- Hand to Shoulder Contact
- "High Five's"
- Side by Side Hugs
- Eye Contact
- Hand Shakes
- Rustling of Hair or Pats on the Head
- Fist bumps
- Thumbs up
- Smiles

#### Outside Contact Policy

1. Staff are prohibited from taking a child home after a YMCA program or event.
2. Staff may not be alone with children they meet in YMCA programs outside of the YMCA. This includes babysitting, sleepovers, and inviting children to their home unless one of the following conditions exists.
3. The staff or volunteer and the child's family or guardians have a relationship that predates their employment or volunteer position at the YMCA.

4. The staff or volunteer and the child's family or guardians have a relationship that predates the child's enrollment in a YMCA program. The staff or volunteer and the child or child's family or guardians are related.

#### Electronic Communication Policy

1. No staff or volunteer shall post pictures of YMCA members or participants, especially children, on any social media site.
2. Staff and volunteers will not interact with children under the age of 18, whom they have become acquainted with through YMCA programs and activities, through, but not limited to, online services such as Facebook, Linked-in, Twitter, or other similar chatrooms or interactive services.
3. Anyone observing any inappropriate behavior, conduct, or abuse as noted above, or which they believe to be inappropriate, should report it to a member of the YMCA Program Leadership Team.

#### Information of Child Abuse

There are four types of child abuse. They are:

1. **Physical:** An injury or pattern of injuries that happen to a child and are not accidental. These injuries may include beatings, bruises, bites, welts, strangulation, broken bones, or death.
2. **Neglect:** Neglect occurs when adults responsible for the wellbeing of a child fail to provide for the child. Neglect may include not giving food, clothing, shelter, failure to keep children clean, lack of supervision, and withholding medical care.
3. **Emotional:** Any chronic and persistent act by an adult that endangers the mental health of emotional development of a child including rejection, ignoring, terrorizing, corrupting, constant criticism, mean remarks, insults, and giving little or no love, guidance, and support.
4. **Sexual:** Sexual abuse is the sexual assault or sexual exploitation of children. Sexual abuse may consist of numerous acts over a long period of time or a single incident. Children can be victimized from infancy through adolescence. Sexual abuse includes rape, incest, sodomy, fondling, exposing oneself, oral copulation, penetration of the genital or anal openings, as well as forcing children to view or appear in pornography. The perpetrator keeps the child from disclosing through intimidation, threats, and rewards.

In the United States between 1 in 4 girls and 1 in 6 boys will be sexually abused by the time they are 18. In 80% of the sexual abuse cases the child knows the offender and in 50% of all cases, the offender is a member of the child's household. Abuse crosses all socioeconomic backgrounds.