



Working together for safety

Talk to your child about his or her experiences in YMCA programs, school, sports, and other activities.

Drop in on your child's programs.

Trust your instincts. Don't wait to tell us if something seems "strange." Speak up!

Watch for warning signs of abuse:

- Unexplainable bruising or other physical markings
- Disturbed sleeping or eating patterns
- Abrupt changes in behavior-anxiety, clinging, aggressiveness, withdrawal, depression
- Fear of certain person or place
- Discomfort with physical contact
- A child who abuses other children

Listen and watch for signs of your child receiving special attention that other children or teens are not receiving, including favors, treats, gifts, rides, increasing affection or time alone, particularly outside the activities of school, child care, or other activities.

Every once in a while, ask your child these questions:

- Is anyone scaring or threatening you?
- Is anyone asking you to keep secrets?
- Has anyone said anything to you that made you feel bad?
- Is anyone touching you in a way that you don't like?

Encourage your child to tell you or another trusted adult if anything happens to him or her.

Read our staff Code of Conduct. If someone breaks it, let us know immediately.



Child Safe Resources

If you have any questions or concerns regarding a YMCA staff person or program, make a confidential call to the Child Safe Hotline at

[Insert local hotline number here]

Community Resources

[Insert Resource Number 1]:

To report child abuse:
###.###.####

[Insert Resource Number 2]:

To report child abuse:
###.###.####

[State] Sex Offender Information:

###.###.####
web@address.com
[list any fees for call]

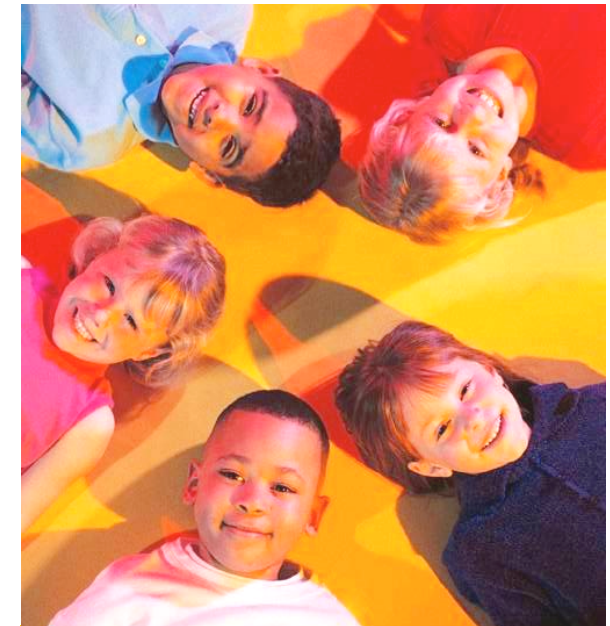
[State] Department of Justice:

###.###.####
web@address.com



[Insert YMCA name]

Address Line 1
Address Line 2
City, State, Zip
###.###.####
Web address



Our Commitment...

Creating A Child Safe Environment



**[Insert name of YMCA
association here]**

We build strong kids,
strong families, strong communities.



YMCA and Youth

[Insert association bio – including, for example: How many youth do you serve? Age groups? Programs?]

These programs take place at our [insert number of different facilities and other sites located in your area]

[Association County]:

Branch 1
Branch 2
Branch 3

[Another Association County]:

Branch 1
Branch 2
Branch 3

Parents place their trust in the YMCA to help their children thrive. Our core values—caring, honesty, respect, and responsibility—are part of everything we do. Because of this, we place great value on creating the most child-safe environment possible.



We build strong kids,
strong families, strong communities.



YMCA Child Safe Policy

OUR STAFF

[Insert association name here] has more than [insert number here] staff members and volunteers working with youth in the many programs we offer.

OUR SCREENING

To keep children in our programs safe we take the following steps in our intensive screening of employees and volunteers:

- Detailed application forms
- Comprehensive interview process
- Reference checks
- Criminal background record checks and fingerprinting
- Internet Searches

OUR TRAINING

Employees complete an extensive child abuse prevention training program. Supervisors and managers complete additional training to further promote a child-safe environment. All staff members are mandated to report any suspected child abuse.

OUR POLICIES

Staff is prohibited from working one-on-one with youth outside of the YMCA (i.e. babysitting). Policies exist to ensure staff and volunteers are not alone with a child.

Child abusers can be parents, caretakers, friends, neighbors, or anyone who comes in contact with your child—even other youth. It takes everyone's help to stop the cycle of abuse.



Information About Abuse

The YMCA wants all children to be safe.

Unfortunately, child abuse does exist, taking many forms.

Emotional – Threatening a child or using words that can hurt a child's feelings and self esteem; withholding love and support from a child

Physical – Causing injuries to a child on purpose, such as bruises, burns, scars, or broken bones

Sexual – Having sexual contact in any form with a child, including exposing, fondling, intercourse, pornography, or internet solicitation

Neglect – Not providing children with enough food, clothing, shelter, medical care, hygiene, or supervision

IF YOU SUSPECT ABUSE...

- ➔ ***If you think your child is physically injured, seek out appropriate medical attention.***
- ➔ ***If you see signs of distress, withdrawal, or acting out, consider counseling for your child.***
- ➔ ***Talk to your YMCA Program Director for assistance.***
- ➔ ***Call Child Protective Services (CPS) or the police to report any abuse.***