

5A. Standards for Ethical Behavior and Child Abuse Neglect

Employees & volunteers must read & sign this statement

Child abuse is a generic term. It includes non-accidental physical injury, sexual abuse or sexual molestation, emotional abuse and neglect.

Affectionate touch and the warm feelings it brings, is an important factor in helping a child grow into a loving and peaceful adult. Gentle touch, hugging and holding can be important and memorable aspects of all YMCA youth program experiences. YMCA staff and volunteers need, however, to be sensitive to each person's need for personal space, i.e. not everyone wants to be hugged.

Child sexual abuse is defined as forced sexual contact or penetration. Child sexual abuse can also occur without physical contact, in cases of obscene phone calls, exposing or the pornographic use of children.

The YMCA of Metuchen, Edison, Woodbridge and South Amboy discourages inappropriate touch and will take prompt action as follows:

1. At first report or accusation that child abuse has occurred, the employed staff person to whom an appropriate action between staff and child has been reported, will notify his/her immediate supervisor and the Appropriate Branch Director or and/or President & CEO of the YMCA of MEWSA.
2. A report in accordance with Child Abuse and Neglect Law of 1974 will be made promptly to the New Jersey Division of Youth and Family Services 1-800-792-8610.
3. In the event the reported incident or incidents involve a program volunteer or employed staff person, the Appropriate Branch Director and/or President & CEO of the YMCA of MEWSA may suspend the program volunteer or employed staff person, pending the outcome of the investigation of the allegation.
4. The parents or legal guardian of the child or children involved in the alleged incident will be notified by the Appropriate Branch Director and/or President & CEO of the YMCA of MEWSA or his/her designee as permitted by the New Jersey Division of Youth and Family Services.
5. Any incident in a YMCA sponsored program, regardless of location, will be considered work related.
6. Reinstatement of the program volunteer or employed staff person will occur only after all allegations have been cleared to the satisfaction of the Division of Youth and Family Services and the Appropriate Branch Director and or President & CEO of the YMCA of MEWSA.
7. All YMCA staff and volunteers must be sensitive to the need for confidentiality in the handling of this information, as required by law and may not discuss the incident with anyone, but those people named in above item No.1 and the Division of Youth and Family Services investigator or other law enforcement officials.

5B. Staff Relationships With Children

Employees & volunteers must read & sign this statement

1. In order to protect YMCA staff, volunteers and program participants, at no time during a YMCA program should a staff member or volunteer be alone with a single child unobserved by other staff, unless there is no other feasible alternative to safe supervision.
2. Staff members and volunteers are not encouraged to relate to young children in non-YMCA activities, such as babysitting or weekend trips without the knowledge of the responsible director and parent/guardian.
3. Adult YMCA staff and volunteers will not discipline children by use of physical punishment or by failing to provide the necessities of care, such as food and shelter.
4. Adult YMCA staff and volunteers are not encouraged to socialize with program participants, staff or volunteers under the age of 18 outside of YMCA program activities.
5. YMCA staff and volunteers will not verbally or emotionally abuse or punish children.
6. Staff and volunteers providing direct care for children will be identified by a badge/name tag or uniform that is familiar to the children with whom they work. Children will be instructed to avoid any person not so identified.
7. Do not discuss personal subjects with children without their parents' knowledge and consent.

✓ Employee Sign Below

I have read the Standards for Ethical Behavior and Child Abuse Neglect Policy and Staff Relationships with Children Policy and agree to honor it.

Employee Signature

Date