



**CINCINNATI
BOYCHOIR**

Youth Protection Policy

CINCINNATI BOYCHOIR YOUTH PROTECTION POLICY

Updated August 2019

As stated in its mission statement, the Cincinnati Boychoir experience provides exceptional concert opportunities and music education in a safe, diverse, and respectful environment. The Boychoir is committed to providing a safe environment for all its members, one that is free from bullying, harassment, or abuse in any form. Members of the Boychoir are inclusive of all people regardless of differences in socioeconomic background, religion, culture, sexual identity, or ethnicity.

LEADERSHIP SELECTION

The Cincinnati Boychoir takes great pride in the quality of its adult leadership. In order to maintain a safe environment, the Boychoir has implemented a code of conduct for directors and for any other paid personnel and volunteers in positions of trust who have regular contact with the boys and young people. The directors, paid personnel, and volunteers such as Choir Parents and Tour Chaperones are subject to criminal background checks prior to working with the boys. While no current screening techniques exist that can identify every potential child abuser, we can help reduce the risk of accepting a child abuser by learning all we can about an applicant for a leadership position. In addition, the directors and other paid personnel as well as adult volunteers such as Choir Parents and Chaperones are required to participate in a Safe Child Training program that includes information on child abuse.

LEADERSHIP BEHAVIOR GUIDELINES

In order to ensure that boys are kept safe at the Boychoir, directors and other adults working in the program must follow certain policies. These policies are primarily for the protection of its youth members; however, they also serve to protect adult leaders.

- **One-on-one contact between adults and boys prohibited.** Under no circumstances may a staff member or chaperone be alone with a child; an additional staff member or parent must be present. In situations that require personal conferences, the meeting is to be conducted in view of other adults and/or youths.
- **Privacy of boys respected.** Adults must respect the privacy of Boychoir members in situations such as using bathroom facilities or changing into uniform, and intrude only to the extent that health and safety require. Adults must protect their own privacy in similar situations.
- **Discipline must be constructive.** Discipline at the Boychoir should be constructive and reflect the values of the Boychoir. Corporal punishment is never permitted.
- **Inappropriate use of cameras, imaging, or digital devices prohibited.** Recording devices are easily accessible with the use of cell phones, making it very easy to invade the privacy of individuals. It is inappropriate to use any device capable of recording or transmitting visual images in restrooms or other areas where privacy is expected.
- **Two adults (at minimum) on all outings required.** There must be at least two adults present at any and all outings or activities such as baseball games, retirement home tours, fundraising concerts etc. The adults can be directors, chaperones, or a parent of a participating boy.
- **No drugs or alcohol.** Drug and alcohol use is not permitted by boys or adults at any time during rehearsals, concerts and/or tours. Failure to adhere to this may result in dismissal from the choir.
- **Social media restricted between adults and boys.** The use of social media such as Facebook, Twitter,

Vine, Instagram etc. between adult leaders and youth members is prohibited. Boys may follow the public Cincinnati Boychoir Facebook and Twitter pages assuming they have permission from parents. Adult leaders will not communicate with youth members via social media such as Facebook until boys are the age of 18.

STATEMENT OF AGREEMENT



I _____, as an adult in a supervisory role with the Cincinnati Boychoir, have read the Youth Protection Policy of the Cincinnati Boychoir and I agree with and will adhere to the conditions and guidelines described above.

Signature _____

Date _____