

# Cooperative Play Academy Inc.

## Child Protection Policy

Definitions (For the purpose of this statement only):

- Child abuse means any form of intentional or negligent infliction of injury to the detriment of a child's physical or mental well being.
- Sexual misconduct abuse means any form of sexual conduct that is unlawful.
- Cooperative members mean any member as defined in the bylaws or standing rules or agent of any member.
- Staff means any person employed by the cooperative.

### Statement of Purpose

Each CPA member has numerous daily contacts with children. It is, therefore important that all cooperative members, but especially teachers and participating parents who are responsible for the care of children, protect the rights and dignity of children and be alert to incidents of child abuse. Cooperative members who know of or suspect any incident of child abuse must comply with all applicable reporting or other requirements of state and local laws.

The cooperative takes immediate and decisive action on all accusations of child abuse or sexual misconduct in accordance with the applicable provisions of law.

### Policies

A. In cases involving allegations of child abuse or sexual misconduct by cooperative members, it is the policy of the cooperative to:

1. Respond promptly to all allegations of abuse where there is reason to believe such abuse has occurred.
2. If such allegations are supported by sufficient evidence, relieve the alleged offender promptly of any duties.
3. Comply with the requirements of the law as regards reporting of the incident and cooperative with the investigation.

B. Child abuse under the law includes the following:

1. Failure to provide a child with necessary food, shelter or medical care so as to cause physical or mental condition to be seriously impaired.
2. Causing physical injury.
3. Sexual abuse of a child.
4. Allowing a child to endanger her or his own health or the health of another.

C. This reporting law applies to all persons without exception

D. Even if there is no evidence legally admissible in court, one must nevertheless make a report if there is reason to believe that abuse has occurred. "Reason to believe" means evidence that, if presented to individuals of similar background and training, would cause those individuals to believe that the child was abused or neglected. E. One is not bound to report unreliable rumors or alleged abuse with "no reason to believe". In case of doubt, one should dialogue with the immediate supervisor or the local child protection service using a hypothetical situation. If one is advised to report, it should be done.

F. The reporting person is given legal immunity for making the report.

### Procedures

A. Mandate to report under Indiana State Law. Indiana law requires that a child is a victim of child abuse or neglect must report immediately to:

1. The local child protection service
2. A local law enforcement agency

B. Any individual who has reason to believe that abuse has occurred shall immediately notify one of the staff members of the Cooperative.

C. Any individual who has reason to believe that a child has been subject to child abuse by any teacher must immediately make a report, by telephone or other means, to the Director of the cooperative.

D. Upon notification, the staff member of the cooperative is then bound to report the incident or suspicion of an incident to the proper authorities. However, multiple reports are not necessary.

E. The staff member shall inform the executive Board of the report.

F. A report to a staff member does not relieve the individual from reporting child abuse as required by Indiana Law.

G. Staff members must familiarize themselves with the telephone numbers and procedures of the local child protection service. These should be obtained and kept on file.

E. For the protection of the child(ren) and adult, a staff member has the right to not send the child home with the parent/adult if they suspect that the adult is under the influence. The staff will contact the Emergency contact listed on membership forms, or another Parent Coop member. The staff has the right to call 911 if the influenced adult is combative and/or the safety of the child is questioned. The Director will make a follow up phone call to the Member family within one week.

#### Weapons Policy

*CPA prohibits the possession, use, or exchange of any weapon in any school building, on school grounds, at any school sponsored event, and on school sanctioned transportation except as the possession and use of a weapon is authorized by law and required in the performance of the possessor's duty.*

*For the purpose of this policy, "weapon" means anything readily capable of lethal use or of inflicting serious bodily injury. "Weapon" includes, but is not limited to, all firearms, knives, dangerous instruments intended to inflict harm, components that can be readily assembled into a weapon, explosive devices, and imitation firearms. For the purposes of this policy "firearm" means those items enumerated in N.J.S.A. 2C:39-1f and 18 U.S.C. 921.*

NJSA 2C:39-1f states: f. "Firearm" means any handgun, rifle, shotgun, machine gun, automatic or semi-automatic rifle, or any gun, device or instrument in the nature of a weapon from which may be fired or ejected any solid projectable ball, slug, pellet, missile or bullet, or any gas, vapor or other noxious thing, by means of a cartridge or shell or by the action of an explosive or the igniting of flammable or explosive substances. It shall also include, without limitation, any firearm which is in the nature of an air gun, spring gun or pistol or other weapon of a similar nature in which the propelling force is a spring, elastic band, carbon dioxide, compressed or other gas or vapor, air or compressed air, or is ignited by compressed air, and ejecting a bullet or missile smaller than three-eighths of an inch in diameter, with sufficient force to injure a person.

18 USC 921 can be found here: <http://codes.lp.findlaw.com/uscode/18/1/44/921>