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**BOYS & GIRLS CLUB
OF WESTERN LANE COUNTY**

CHILD SAFETY

CHILD ABUSE PREVENTION POLICY

CATEGORY: Child Safety	APPROVED: November 22, 2022
APPROVING AUTHORITY: BGCWLC Board of Directors	LAST UPDATE: November 1, 2022
CONTACT: BGCWLC CEO	NEXT REVIEW: November 1, 2023

Child Abuse Prevention Policy

The priority of the Boys & Girls Clubs of Western Lane County (Club) is the physical and emotional safety of its members, staff, and volunteers. The Club maintains a zero-tolerance policy for child abuse.

The Club implements policies and procedures for members, staff, volunteers, or visitors to report any suspicion or allegation of abuse.

Definitions

One-to-One: The Club prohibits isolated one-to-one interactions between Club members and staff, volunteers, or board members. This includes prohibiting one-on-one contact at any time at the Club, in vehicles, or by phone, text, social media or any other means.

The only exception to this rule is if the Club member is a child or sibling of a staff or volunteer.

Child abuse is when an adult or another child, whether through action or by failing to act, causes serious emotional or physical harm to a child. Sexual abuse or misconduct may include but is not limited to:

- Any sexual activity, involvement, or attempt of sexual contact with a person who is a minor.
- Sexual activity with another who is legally incompetent.
- Physical assault or sexual violence, such as rape, statutory rape, abuse, molestation, or any attempt to commit such acts.
- Unwanted and intentional physical conduct that is sexual in nature, such as touching, pinching, patting, brushing, massaging someone's neck or shoulders and/or pulling against another's body or clothes.
- Inappropriate activities, advances, comments, bullying, gestures, electronic communications, or messages(e.g., by email, text, or social media).

Grooming is when someone builds an emotional connection with a child to gain their trust for the purposes of sexual abuse, sexual exploitation, or trafficking. Grooming behaviors may include but are not limited to:

- Targeting specific youth for special attention, activities, or gifts.
- Isolating youth from family members and friends physically or emotionally.
- Gradually crossing physical boundaries, full-frontal hugs that last too long, lap sitting or other "accidental" touches.

Physical Interactions

All staff, volunteers, and board members of the Club are required to maintain appropriate physical contact with minors. Appropriate and inappropriate interactions include but are not limited to the following:

Appropriate	Inappropriate
<ul style="list-style-type: none">• Side hugs• Handshakes• High-fives and hand slapping• Holding hands (with young children to escort to a location)	<ul style="list-style-type: none">• Full frontal hugs or kisses• Showing affection in isolated area• Lap sitting• Wrestling• Piggyback/Shoulder rides• Tickling

Verbal Interactions

All staff, volunteers, and board members of the Club are required to engage in appropriate verbal interactions with minors. Appropriate and inappropriate interactions include but are not limited to the following:

Appropriate	Inappropriate
<ul style="list-style-type: none">• Positive reinforcement• Age-appropriate jokes• Encouragement• Praise	<ul style="list-style-type: none">• Name calling• Inappropriate jokes• Discussing sexual content• Discussing personal issues• Telling secrets• Profanity or derogatory remarks• Harsh language

Suspicion & Reporting

Any Club staff, volunteer, or board member who becomes aware of or has suspicion of child abuse or neglect must immediately notify the Site Director, CEO, or Board President. The CEO is responsible for reporting the incident immediately to the appropriate authorities according to statewide mandated reporting laws, as well as to Boys & Girls Clubs of America (BGCA) within 24 hours via the critical incident system. Only the CEO, Board President, or Vice President are authorized to speak with members of the media. Prior to speaking with the media, Board Officers will contact BGCA and Redwoods Group to develop messaging and guidelines.

Any Club staff who is alleged to have abused or neglected a child will be suspended with pay pending the outcome of an investigation. If the allegation is substantiated, the staff member will be terminated.

Any Club member who is alleged to have abused a peer will be suspended. Depending on the severity of the incident, the participant may have an action plan put in place prior to returning to the Club or be terminated from all Club programs.

Abuse & Safety Resources

The Club prominently displays BGCA-approved collateral that shares ethics hotline, crisis text line and safety helpline information with members, staff, volunteers, and families. We also share all safety policies with parents and guardians upon receiving a youth membership application or if requested.

Required Training

The Club conducts and reports through a BGCA-approved process the following training for all staff, volunteers, and board members at the following intervals.

Before providing services to young people, and annually thereafter:

1. BGCA-approved child abuse prevention
2. BGCA-approved mandated reporting
3. BGCA-approved grooming prevention

Annually:

All Club policies relevant to position held.