

## **Metro YMCA of the Oranges Conduct with Children and Youth for Third-Party Organizations**

A foundational commitment of the Metro YMCA is to provide a healthy atmosphere for the growth and development of children. Families entrust their children to the Metro YMCA's care, and our promise to these families is that we will provide a safe environment in which all participants are treated in a caring, honest, respectful, and responsible manner. Third-party organizations renting YMCA facilities are required to acknowledge and ensure that their staff, including employees and volunteers, abide by the following guidelines:

- At no time may an employee/volunteer be alone with a single child where they cannot be observed by others. Employees/volunteers should position themselves in such a way that other employees/volunteers can see them.
- Employees/volunteers shall never leave a child unsupervised.
- Children are not to be sent to bathrooms without an employee/volunteer present. The buddy system or three children together without an employee/volunteer is not acceptable. Staff will make sure the restroom is not occupied by suspicious or unknown individuals before allowing children to use the facilities. Employees/volunteers will stand in the doorway of the restroom while children are using the restroom. This policy allows privacy for the children and the protection of staff/volunteers (not being alone with a child). If staff/volunteers are assisting younger children, doors to the facility must remain open.
- Employees/volunteers should conduct or supervise private activities in pairs; e.g. diapering, putting on bathing suits, taking showers, etc. When this is not feasible, staff/volunteers should be positioned so that they are visible to others.
- Employees/volunteers will respect children's rights to not be touched or looked at in ways that make them feel uncomfortable, and their right to say "no". Other than diapering, children are not to be touched on areas that would be covered by a bathing suit.
- Employees/volunteers shall not abuse or mistreat children in any way, including:
  - Physical abuse: striking, spanking, shaking, slapping, etc.;
  - Verbal abuse: humiliating, degrading, threatening, etc.;
  - Sexual abuse: touching or speaking inappropriately; ○ Mental abuse: shaming, withholding kindness, being cruel, etc. and ○ Neglect: withholding food, water, or basic care.
  - Subjecting children to isolation, corporal punishment, or abusive physical exercise as a means of punishment.
- No type of child abuse will be tolerated.
- Employees/volunteers will refrain from intimate displays of affection toward others in the presence of children, parents, and other employees.
- Employees/volunteers are required to fully cooperate with any investigation by any law enforcement agency or any other authorized outside agency.