

C.R.O.W. Youth Protection Statement

Few issues associated with the operations of a youth serving organization are as critical as youth protection. C.R.O.W. accepts the responsibility to ensure that all children in our care are both properly nurtured and safe. C.R.O.W. strives to provide pedagogically appropriate activities for youth, which serve to strengthen self-esteem and empower youth through consistent, high-quality arts programming. Child abuse causes harm to individuals, staff and the organization when it occurs. C.R.O.W. also serves the greater good by educating youth, families and the community in an effort to prevent abuse. C.R.O.W. is committed to the social, emotional, and physical wellbeing of all of our participants, both children and adults.

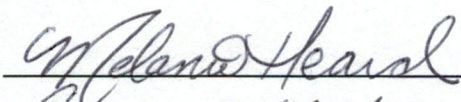
C.R.O.W. maintains open lines for regular communication between our organization, youth, families, and the community.


1) This Youth Protection Policy (YPP) has been adopted by the C.R.O.W. Board of Directors. The policy outlines the practices which our organization will implement to protect youth. This policy is readily available and regularly communicated to staff, youth, parents and the community.

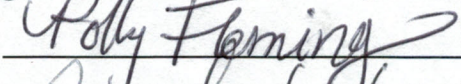
2) Our Youth Protection Policy:

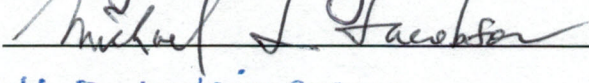
- Staff (employed and volunteer) is rigorously screened before working in programs to ensure they are suited for working with youth. Where applicable, a background check is completed.
- Staff is trained to identify and prevent child abuse as well as report any suspected abuse of youth.
- Staff training includes information on the prevention of bullying and proper Internet behavior.
- C.R.O.W. follows a practice of supervising all programs with at least two staff members present. Youth are never alone with staff where they cannot be viewed by other staff.
- Youth are never left unsupervised.
- Parents are welcome to visit programs at any time
- Staff is aware of C.R.O.W.'s program rules and consequences (Code of Conduct) and follows it, accordingly. The rules can be easily found on the C.R.O.W. website (www.crowkids.com)
- Staff responds to children with respect and treats all children equally regardless of sex, race, religion, culture, economic status, or disability.
- Staff is trained to respond to an accident or incident, and to follow the emergency response steps, as follows:
 - 1) Assess the situation
 - 2) Decide on the appropriate course of action
 - 3) Contact the parent/ guardian of the youth
 - 4) Seek medical care if needed / Transport youth to medical facility if needed
 - 5) Complete a post-mortem evaluation on the accident, including ways in which it could have been avoided.


Approved and Signed by C.R.O.W. Board of Directors:

 _____, Melanie Heard, Artistic Director/ Board President

 _____, Genevieve Meltzer, Board Member

 _____, Polly Fleming, Board Member

 _____, Mike Jacobson, Secretary/Treasurer

 _____, Hal Weiner, Board Member