

## **C.R.O.W. Youth Protection Policy – Incidents & Abuse of Youth**

C.R.O.W. is committed to the emotional and physical wellbeing of all of our participants, both children and adults. Few issues associated with the operations of a youth serving organization are as critical as protecting our youth from physical and/or emotional harm. C.R.O.W. provides pedagogically appropriate activities for youth, which serve to strengthen self-esteem, create pathways for success, and empower all youth through consistent, high-quality arts programming. C.R.O.W. knows that our organization is unable to protect our students at all times, and especially while not under our supervision. Nevertheless, our organization is founded on the concept that “it takes a village to raise a child,” and C.R.O.W. strives do everything within our power to keep all participants safe from harm.

### **Summary:**

- This Youth Protection Policy has been adopted by the C.R.O.W. Board of Directors. Issues that fall outside these guidelines are handled on a case by case basis. C.R.O.W. seeks to maintain open lines for regular communication between our organization, youth, families, and the community. This policy is readily available to staff, youth, parents and the community on C.R.O.W.’s website and posted at the C.R.O.W. Center for the Performing Arts.

### **Staff:**

- 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.
- Staff responds to issues involving students with respect for all parties involved.

### **Electronics/Technology:**

- Staff strives to educate youth on proper internet behavior, including but not limited to: online and in person bullying, cyber-stalking, social media abuse, exposure to sexual imagery, and many other issues that our young people are forced to face in today’s world. C.R.O.W.’s policy on electronics/technology use can be found on the bottom of C.R.O.W.’s Code of Conduct.

### **Supervision:**

- C.R.O.W. follows a practice of supervising all programs to the best capacity possible. Youth are not permitted to be alone with any adult (staff, parent, volunteer) in a room with the door closed, without permission from the child’s parent.
- Youth are not permitted to be in unsupervised areas without verbal permission from C.R.O.W. staff.
- Parents are welcome to visit programs and activities at any time.

### **Parent Responsibility:**

- Although C.R.O.W. strives to provide constant supervision, this is not always feasible with the quantity of students involved in certain programming. Youth conduct is ultimately the responsibility of the parent, both at the C.R.O.W. Center for the Performing Arts and at any outside C.R.O.W. activity/location. C.R.O.W. provides clear behavior expectations (Code of Conduct), but it is up to the parent to reinforce and help their child uphold them. Should a parent express concerns about youth behavior he/she is expected to supervise the child during C.R.O.W. activities. C.R.O.W. staff/volunteers will assist with behavior as they are able to do so.

### **Non-Discrimination:**

- C.R.O.W. treats all children and adults equally regardless of sex, race, religion, culture, economic status, or disability.

### **Accident/ Incident Steps:**

- In the event of an accident or incident involving any of our youth, C.R.O.W. is committed to following these 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 (if needed)
- 4) Seek medical care if needed / Transport youth to medical facility (if needed)
- 5) Report incident/accident to the C.R.O.W. Board and complete a post-mortem evaluation on the accident (if needed)