



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

C.R.O.W. is committed to the emotional and physical wellbeing of our participants. Few issues associated with the operations of a youth serving organization are as critical as protecting youth from physical and/or emotional harm. C.R.O.W. provides developmentally appropriate activities for participants in the form of high-quality Arts programming. C.R.O.W. clearly states that our organization is unable to protect our students at all times, and especially while not under our care or direct 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 any/all forms of harm. **All possible or perceived harm should be immediately reported to the Artistic Director/Board of Directors.** An incident/accident reporting form may be found on our website or you may request a hard copy.

### **Summary:**

This Youth Protection Policy has been adopted by the C.R.O.W. Board. Issues that fall outside these guidelines are handled on a case-by-case basis. C.R.O.W. maintains open lines for regular communication between our organization, youth, families, and the community. Leadership and Board members may be contacted at any time with concerns.

### **Staff/Volunteers:**

- Staff and adult volunteers who work closely with minors are subject to a background check.
- Staff and adult volunteers who work closely with minors are educated in how to respond to issues involving minors. When applicable, appropriate training will be provided.

### **Supervision:**

- C.R.O.W. will supervise all programs and all participants to the best capacity possible.
- Minors may not be alone with any adult in a room with the door closed, without parent/ guardian permission.
- Minors are not permitted to be in any unsupervised areas without staff/adult volunteer permission.
- There is 24-hour surveillance in the studio and exterior areas of the C.R.O.W. Center for the Performing Arts.

### **Parent Responsibility:**

- Although C.R.O.W. strives to provide adequate supervision of participants, this is not always feasible with the fast-paced performance-based nature of our program, as well as the large quantity of students involved in certain components. Youth participant conduct is the complete and total responsibility of the parent/guardian, both at the C.R.O.W. Center for the Performing Arts (3120 HWY 101 in Florence, OR) and at any outside C.R.O.W. activity/location. Parents/Guardians are required to read and understand behavior expectations listed in the **Code of Conduct** and help their child(ren) uphold these expectations. Should a parent/guardian express concerns about their child’s behavioral struggles, the parent/guardian is expected to supervise their own child during applicable C.R.O.W. activities. Please communicate with C.R.O.W. as needed to help your child succeed.

### **Non-Discrimination:**

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

### **Electronics/Technology Policy:**

C.R.O.W.’s policy on electronics/technology use can be found on C.R.O.W.’s **Code of Conduct**.

## **Accident/ Incident Steps:**

In the event of an accident or incident involving any of our participants, C.R.O.W. is committed to following these steps:

- 1) Complete Accident / Incident Report form (available on our website or request a hard copy)
- 2) Decide on the appropriate course of action
- 3) Contact the parent/ guardian of the youth (if applicable)
- 4) Seek medical care / Arrange transport for youth to medical facility (if applicable)
- 5) Notify C.R.O.W. Board of Directors (if applicable)

***This Youth Protection 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.***