

## STR Child Protection Policy

Carefully read the Child Protection Policy below. These points are for protection of staff, as well as for the safety of children. **You don't want to be falsely accused by a child.**



1. **No staff person shall be alone with one or more children at any time.**
  - There must always be a second staff person present as a witness to all activities.
  - The two-person policy includes transporting children in pick-up trucks, vans, and trailers. There must be two adults in the vehicle and at least two adults in the bed of a truck or on a trailer.
  - If any staff member notices another staff member alone with a child, it is his/her responsibility to intervene. The observer will join the other staff person and child in order to BE the second person.
  - Any infringement **MUST** be reported as soon as possible.
  - Activities taking place in an area observable by other adults within a distance of 50 yards are exempted.
2. **Staff shall exercise caution when interacting physically with any child.**
  - Staff must refrain from hugging children except around the shoulders while standing next to, rather than in front of the child.
  - Never tickle excessively or give prolonged back rubs.
3. **Staff shall not “yell at” children in the context of reprimand.** (Shouted instructions in an open area are appropriate.)
  - Verbal reprimand may take place by any staff person.
  - If correction is needed, the child or children needing reprimand should be taken aside and spoken to within sight of witnesses.
  - If repeated verbal warnings prove to be ineffective, alternate activities may be offered and/or time out may be administered.
  - Any unresolved discipline issues must be taken to the Staff Manager so that further discipline (call to parents or, as a last resort, being sent home) will be administered in a monitored and consistent manner.
4. **Staff will protect children from neglect and physical, emotional, and sexual abuse.**
  - If an adult hears or views anything that leads him to suspect a child is being neglected, physically abused or sexually abused either at camp or elsewhere, he must report his suspicion.
  - If, after investigation, Staff or Schedule Manager and an off-site Board Member agree there is validity to the suspicion, they are required by law to report it to the proper authorities.
5. **Staff shall not use any language that is vulgar, has sexual connotations or is derogatory towards any person, gender or race.**
  - This applies to comments about people who are NOT associated with STR as well as those who ARE associated with STR.
  - This includes negative comments or discussion about STR, its programs or personnel on Facebook or any other social media.
6. **Staff misconduct will not be tolerated.**
  - If a volunteer hears or views anything which leads him to suspect misconduct of any kind by another volunteer, he or she must report this suspicion to the Staff Manager. The Staff Manager will evaluate the report and, if he agrees there is validity to the suspicion, he will take appropriate measures.



**If a staff member wants to keep in touch with any children during the year, he/she must get permission and contact information directly from the PARENT/GUARDIAN of the child.**