

COMMITMENT TO YOUTH AND CHILD SAFETY

The YMCA of Metuchen, Edison, Woodbridge & South Amboy serves over **10,000 members, more than half under the age of 18**. We provide wellness services at our full facility branches in Metuchen, Edison, and South Amboy. In addition we provide early education at 11 different sites, with school age childcare included at 7 of those sites.

We are proud and respectful of the trust parents place in our YMCA. A safe environment for children combined with quality programming is part of our focus on youth development, healthy living, and social responsibility.

Our core values of caring, honesty, respect, and responsibility are part of everything we do. We place great value on providing the most child-safe environment possible and creating an atmosphere where children thrive.

CHILD SAFE RESOURCES

For reporting suspected child abuse or neglect in New Jersey call the Department of Children and Families:

1-877-NJ-ABUSE (877-652-2873) 24 hours a day, 7 days a week, or any Law Enforcement Agency at 911.

You are not required to provide proof. Anyone who makes a good faith report based on reasonable grounds is immune from prosecution.

OTHER COMMUNITY RESOURCES

- **FAMILY HELPLINE**
1-800-THE-KIDS (1-800-843-5437)
- **PREVENT CHILD ABUSE NJ**
1-800-CHILDREN (1-800-244-5373)
- **NJ CHILD ADVOCATE HELPLINE**
1-877-543-7864

YMCA of Metuchen, Edison, Woodbridge & South Amboy
www.ymcaofmewsa.org

ADMINISTRATIVE OFFICE

483 Middlesex Avenue
Metuchen, NJ 08840
732-516-9200

METUCHEN Y

65 High Street
Metuchen, NJ 08840
732-548-2044

EDISON Y

1775 Oak Tree Road
Edison, NJ 08820
732-494-3232

SOUTH AMBOY Y

200 John T O'Leary Blvd
South Amboy, NJ 08879
732-553-9622

CONTACTS:

Kathy Minaeff, HR Director
732-516-9200 x1101
Rose Cushing, President & CEO
732-516-9200 x1109
Cindy Shields, Senior Child Care Director
732-516-9200 x1513
Erin Siemers, Senior Child Care Director
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**FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

CARE YOU CAN COUNT ON

OUR COMMITMENT TO CHILD SAFETY



FIRST STEPS TO SAFETY

CHILD PROTECTION POLICIES

Our YMCA's first steps to safety focus on screening and hiring, training/education, supervision as well as performance management and feedback systems.

OUR SCREENING

To keep children in our programs safe we take the following steps in our intensive screening of staff and volunteers:

- Detailed application forms
- Comprehensive interview process
- Detailed reference checks
- Criminal background and sex offender record checks
- Internet searches
- Social Security traces

OUR TRAINING

All staff members complete an extensive child abuse prevention training program within their first 30 days of employment. Supervisors and managers complete additional training to further promote a child-safe environment. All staff members and volunteers are mandatory reporters of any suspicion of child abuse in accordance with New Jersey State Law. All staff members and volunteers receive and sign an actionable code of conduct.

OUR POLICIES

Comprehensive Child Protection policies are in place and enforced to ensure staff and volunteers are never alone with a child. In addition, we ensure that staff and volunteers do not develop relationships with children outside of our facilities and programs. Staff and volunteers are prohibited from being one-on-one with a child outside of the YMCA (i.e. babysitting). In addition, family members are encouraged to visit unannounced and observe any program in which their child participates. Parents are encouraged to express concerns to staff members in charge or a Program Director. All interactions with adults and children at our Y are designed to be observable and interruptible. A complete list of child protection policies is available upon request.

WORKING TOGETHER FOR SAFETY

LEARN more about protecting your child. Learn more at www.d2l.org.

TALK to your child about his or her experiences in school, in sports, in YMCA programs, and in any other activities.

DROP IN on your child's programs.

TRUST your instincts. Don't wait to tell us if something seems "strange." Speak up!

WATCH for warning signs of abuse:

- Unexplained bruising or other physical markings
- Disturbed sleeping or eating patterns
- Abrupt changes in behavior—anxiety, clinging, aggressiveness, withdrawal, depression
- Fear of a certain person or place
- Discomfort with physical contact
- A child who abuses other children

LISTEN AND WATCH for signs of your child receiving special attention that other children or teens are not receiving. This may include favors, treats, gifts, rides, increasing affection or time alone, particularly outside the activities of school, childcare, or other activities.

Every once in a while, **ASK** your child these questions:

- Is anyone scaring or threatening you?
- Is anyone asking you to keep secrets?
- Has anyone said anything to you to make you feel bad?
- Is anyone touching you in a way that you don't like?

READ our staff Code of Conduct. If someone is non-compliant, let us know immediately. (Available at <https://tinyurl.com/ymca-code-of-conduct>).

INFORMATION ABOUT ABUSE

The YMCA wants all children to be safe. Unfortunately child abuse does exist taking on many forms.



EMOTIONAL

Any chronic and persistent act by an adult that endangers the mental health or emotional development of a child including rejecting, ignoring, terrorizing, corrupting, constantly criticizing, making mean remarks, insulting, and giving little or no love, guidance, or support.

PHYSICAL

An injury or pattern of injuries that happen to a child that is not accidental. These injuries may include beatings, burns, bruises, bites, welts, strangulation, or broken bones.

SEXUAL

Sexual abuse is the sexual assault or sexual exploitation of children. It may consist of numerous acts over a long period or a single incident. Children can be victimized from infancy through adolescence. Sexual abuse includes rape, incest, sodomy, fondling, exposing oneself, oral copulation, penetration of the genital or anal openings, as well as forcing children to view or appear in pornography. The perpetrator keeps the child from disclosing through intimidation, threats, and rewards.

NEGLECT

Neglect occurs when adults responsible for the well-being of a child fail to provide for or protect the child. Neglect may include not giving food, clothing, or shelter; failing to keep children clean; lack of supervision; and withholding medical care.