



## **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. 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 to 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.

### **Staff:**

- Staff and adult volunteers who work closely with minors are subject to a background check.
- Staff responds to issues involving students with respect for all parties involved.

### **Electronics/Technology:**

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

### **Supervision:**

- C.R.O.W. supervises all programs to the best capacity possible. Minors are not permitted to be alone with any adult in a room with the door closed, without permission from the child's parent.
- Minors are not permitted to be in unsupervised areas without permission from C.R.O.W. staff.

### **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. Participant conduct is ultimately the responsibility of not only the student, but also 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, gender, 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) Complete Accident / Incident Report form
  - 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)

**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.**