

# Companion Document for Discussion of Revised Youth Safety Policy

## ***Reasons to review and revise the NPYM Youth Safety Policy***

- Experience: The Youth Safety Policy was written in 2011; we have 9 additional years of experience to consider and build on.
- Insurance concerns: We adapted ideas from materials provided by Church Mutual.
- Best practices: We incorporated current “best practices” as used by other organizations involving children and youth.
- Reactions from college hosts: NPYM has in recent years developed an unfortunate reputation among college event planners in the Pacific Northwest: some of them think of us as a group whose children create extra concerns for campus staff.

## ***Changes in format, etc.:***

- Adds introductory paragraphs to summarize main goals and expectations
- Makes definitions section more complete and consistent
- Removes the artificial distinction between “Policies” and “Guidelines”

## ***Significant changes in content (numbered for reference during discussion)***

1. Directs that all interactions w/ children & youth during CP and JF times must allow for observation and intervention
2. Requires 2 screened staff members or 1 screened staff + 1 screened volunteer w/ each group during all program times. [2011 policy says “Where it is not possible to have 2 adults, a roamer should check in frequently” – this is not sufficient]
3. Expects parents (or guardians or sponsors) to
  - a. read, understand, and follow the policy, confirmed on an agreement form
  - b. directly supervise their children (Central Friends age and younger) when the children are not in a scheduled program or activity
4. Expects all volunteers in Children’s Program to be screened (criminal background check) [a change from the practice of accepting “walk-in” volunteers via registration at AS]
5. Expects parent or a designated adult to sign all Central Friends in and out [a change from the recent practice allowing CFs’ families to decide whether the CFs can sign themselves in and out; having 2 types of Central Friends, some who can leave on their own and some who must wait for parents, has made it difficult to build and keep a sense of community in the group]
6. Adds section about mandatory reporting of child abuse
7. Adds section about appropriate and inappropriate interactions with children/youth
8. Adds section about registered sex offenders at NPYM events
9. Adds consequences for non-compliance with the policy (by staff, volunteers, parents, children/youth participants) -- to be appropriate to the seriousness of the situation
10. Adds general “if you see something, say something” procedures
11. Expects Central Friends and Junior Friends to discuss the policy as it applies to them
12. Adds procedures for communicating about the policy, monitoring how it is working, and reviewing/updating it