

**Notice to applicants & employees:
The Hopkins County Family YMCA
maintains a zero tolerance policy for
abuse.**



POSITION ON THE NATIONWIDE PROBLEM OF CHILD ABUSE

THE HOPKINS COUNTY FAMILY YMCA ENDORSES AND ENFORCES ITS POLICIES AND PRACTICES TO PREVENT CHILD ABUSE

Our first priority in all youth programs is care and safety. We make an active and, we believe, effective effort to prevent child abuse: verbal, physical, emotional and sexual.

Our goals are:

- To support and strengthen the family unit.
- To help children develop to their fullest potential.
- To deliver the program in a positive environment of safety, support and care.

Allegations or suspicions of child abuse are taken very seriously by the Hopkins County Family YMCA and will be reported to the State for investigation. We will fully cooperate with any related investigations and will pursue the prosecution of child abusers to its full extent under the laws of this State.

All candidates will be subject to a thorough background investigation to screen out molesters which may include, but are not limited to, checking the following:

- Reference of past employers
- Civic involvement
- Personal references
- Military records
- Volunteer history
- Criminal background history
- Periodic interviews with children and parents about day-to-day experiences, encouraging reports of anything out of the ordinary

STAFF CODE OF ETHICS

1. Staff will not verbally, physically, emotionally, or sexually abuse a child.
2. Staff will not be alone with children except with prior approval of senior leadership or in an emergency.
3. Staff will not use profanity in the presence of children, parents, participants or other staff.
4. Staff will not display intimate affection towards others in the presence of children, parents, or other participants.
5. Staff will not accept gifts of money from children, parents or other participants, nor will staff give gifts of money to children, parents and other participants.
6. Staff/volunteers will not socialize, associate, or provide services (such as babysitting, private lessons, etc.) for program participants under the age of 18 years outside of Hopkins County Family YMCA activities. There will be no exceptions unless individually approved by the CEO.
7. Staff will report any suspected abuse or neglect to Child Protective Services and law enforcement agencies as required by law.
8. Staff will treat all children, regardless of age, religion, race, ethnicity, gender, or disability with

respect, compassion and kindness.

9. Staff will, at all times, portray a positive role model for children and youth by demonstrating respect, loyalty, patience, courtesy, tact, and maturity.
10. Staff will use only positive techniques of guidance and discipline, such as anticipation and prevention of potential problems, positive reinforcement and encouragement, and redirection.
11. Staff will never leave a child unsupervised in a YMCA program.
12. Staff will appear clean, neat and appropriately dressed.
13. Staff will not attend work with physical or psychological conditions that might adversely affect children's health or safety.
14. Staff will not use tobacco products during work hours on the YMCA campus.
15. Staff will not use, possess, or be under the influence of alcohol or illegal drugs during work hours.

I have read and understand Hopkins County Family YMCA's position on the Nationwide Problem of Child Abuse and the Staff Code of Ethics. I understand that any violation of the Code of Ethics may result in termination.

Employee Name _____
(please print)

Date _____

Employee Signature _____