

COMMITMENT TO CHILD SAFETY

The South Shore YMCA serves over 40,000 members, nearly two-thirds are children and teens. We provide early childhood education at three Branches, school-aged childcare off site throughout the communities we serve and day camps, on and offsite as well as our resident camps in Sandwich.

We are proud and respectful of the trust parents place in the South Shore 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 learn and thrive.



Child Safe Resources

For reporting suspected child abuse or neglect in Massachusetts call the Department of Children and Family Services.

Weekdays call: Coastal Area Office

Braintree: 781-794-4400

Plymouth Area Office: 508-732-6200

Cape Cod & Islands Call:

1-508-760-0200

After 5:00 PM, Weekends & Holidays Call

Child at Risk Hotline

800-792-5200

OTHER COMMUNITY RESOURCES

Norfolk Advocates for Children

1-508-543-0500

norfolkadvocatesforchildren.com

Parental Stress Line

1-800-632-8188

parentshelpingparents.org

Children's Trust Fund

mctf.org

Darkness to Light

d2l.org

Middlesex Child Advocacy Center

middlesexcac.org

Stop It Now

stopitnow.org

SOUTH SHORE YMCA — ssymca.org

South Shore YMCA Early Learning Center, Hanover & N. Quincy

South Shore YMCA, Emilson, Hanover

South Shore YMCA, Quincy

South Shore Natural Science Center, Norwell

Camp Burgess & Hayward, Sandwich

Germantown Neighborhood Center, Quincy

ZoneWellness, Norwell



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

SAFE KIDS

**We're
Committed
to Child
Safety!**



FIRST STEPS TO SAFETY

CHILD PROTECTION POLICIES

The South Shore YMCAs first steps to safety focus on screening and hiring, training and 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/volunteers:

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

OUR TRAINING

Our staff/volunteers complete an extensive child abuse prevention and reporting training program before their first day of work. Supervisors and directors complete additional training to further promote a child-safe environment. All staff members are mandatory reporters of any suspicion of child abuse in accordance with Massachusetts State Law. All staff/volunteers receive and sign an actionable Code of Conduct/Child Protection Policy.

OUR POLICIES

Staff/volunteers are prohibited from working one-on-one with a child/youth (i.e., babysitting) outside of the South Shore YMCA. Policies are enforced to ensure staff/volunteers are never alone with a child. Child Protection Policies are available upon request. Family members are welcome to visit unannounced, observe any program in which their child participates and are encouraged to express concerns to staff members in charge or a Program Director. All interactions with adults and children are observable and interruptible.

WORKING TOGETHER FOR SAFETY

LEARN more about protecting your child by participating in an informative and empowering child sexual abuse prevention training. Learn more at PraesidiumInc.com d2l.org, visit ssymca.org, or contact Laureen Browning, Vice President of Youth Development at 781-826-7910.

TALK to your child about his or her experiences in the South Shore Y programs, school, sports, and 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 changed in behavior: anxiety, clinging, aggressiveness, withdrawal, depression
- Fear of a certain person or place
- Discomfort with physical contact
- A child who abuses other children/anti-social behaviors

LISTEN AND WATCH for signs of your child receiving special attention that other children are not receiving including: favors, treats, gifts, rides, increased affection or alone time, particularly outside of the activities of school, childcare, or other activities. Ask your child these questions periodically:

- 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/volunteer Code of Conduct at ssymca.org. If someone is non-compliant, let us know immediately.



INFORMATION ABOUT ABUSE

The South Shore 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. Sexual abuse 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 to protect the child. Neglect may include not giving food, clothing, or shelter, failing to keep children clean, lack of supervision, and by withholding medical or other essential care.

