



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## WAYS THE Y PROTECTS KIDS WHILE IN OUR CARE

The Y's cause is to strengthen communities. Child abuse is a community issue, therefore it is our issue. The safety of children is the number one priority for our organization. We have a zero tolerance policy for child abuse and report any allegations to the appropriate state agency.

**Below are policies implemented at the YMCA of Greater Houston to ensure that children are protected while in our care:**



**Criminal background, drug screenings, sex offender registry and reference checks are conducted on all staff prior to hiring.**



**Staff are required to complete the state-approved online Child Abuse Prevention training prior to, or at the beginning of their first scheduled shift.**



**Staff must agree to and sign a Code of Conduct document which remains in their employee file.**



**Continually review our program policies and procedures to mitigate inappropriate interactions with children through our partnership with Praesidium.**



**The Nationwide Sex Offender Database is used to screen members on a daily basis.**



**Staff, parent coaches and volunteers (including all center and Association Board members) must annually complete a state-approved Child Abuse Prevention training. Parent coaches and volunteers must also pass an annual background check.**



**Policies specific to Child Care and Camp:**

- We operate within ratios as outlined in Texas Child Care Licensing Minimum Standards.
- Child Watch, Child Care and Camp staff are required to participate in continuing education trainings on ways to appropriately engage with children.
- All staff who work in a licensed child care program must pass a DFPS background screening which includes an FBI criminal history check prior to employment.
- Diapers may not be changed by staff who are under 18 years of age. Diapering cannot occur in a separate room unless there is a 1/2 door and 2 staff are present.
- Staff are not permitted to be alone with children. If an adult is needed to assist in the restroom, a second adult must be present. Adults will check/clear bathroom before children enter and after all children exit. Adults will stand at the door and listen for anything unusual and watching for the appropriate number of feet under the stalls.
- Any staff person interacting with a child must be within eyesight of another staff member at all times.



YMCA Mission: To put Judeo-Christian principles into practice through programs that build healthy spirit, mind and body for all. Everyone is welcome.