



CHILD & CLUB SAFETY POLICIES



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Boys & Girls Club of Greater Westfield, Inc.

28 West Silver St.

Westfield, MA 01085

Child Abuse Prevention Policy



The priority of the **The Boys & Girls Club of Greater Westfield, Inc.** is the physical and emotional safety of its members, staff and volunteers. **The Boys & Girls Club of Greater Westfield, Inc.** maintains a zero-tolerance policy for child abuse. **The Boys & Girls Club of Greater Westfield, Inc.** implements policies and procedures for members, employees, volunteers, visitors or any victims of sexual abuse or misconduct to report any suspicion or allegation of abuse.

DEFINITIONS One-on-Contact Prohibition: **The Boys & Girls Club of Greater Westfield, Inc.** prohibits isolated one-on-one interaction between Club participants and staff or volunteers, including board members. This includes prohibiting one-on-one contact at any time at the Club, in vehicles or by phone, text, social media or any other means.

Exceptions may only be made when delivering approved medical or counseling services by a licensed, trained therapist or similar professional according to professional guidelines.

All staff and volunteers, including minor staff (under age 18), are strictly prohibited from meeting Club participants outside of any Club-sponsored activities. The only exception to this rule is if the Club participant is a child, direct family member or sibling of a staff member or volunteer.

Child abuse is when an adult or another child, whether through action or by failing to act, causes serious emotional or physical harm to a child. Sexual abuse or misconduct may include but is not limited to:

- Any sexual activity, involvement or attempt of sexual contact with a person who is a minor (under 18 years old).
- Sexual activity with another who is legally incompetent.
- Physical assault or sexual violence, such as rape, statutory rape, abuse, molestation or any attempt to commit such acts.
- Unwanted and intentional physical conduct that is sexual in nature, such as touching, pinching, patting, brushing, massaging someone's neck or shoulders and/or pulling against another's body or clothes.
- Inappropriate activities, advances, comments, bullying, gestures, electronic communications or messages (e.g., by email, text, or social media).

Grooming is when someone builds an emotional connection with a child to gain their trust for the purposes of sexual abuse, sexual exploitation or trafficking.

Grooming behaviors may include but are not limited to:

- Targeting specific youth for special attention, activities or gifts.
- Isolating youth from family members and friends physically or emotionally. This can include one-on-one interactions such as sleepovers, camping trips and day activities.
- Gradually crossing physical boundaries, full-frontal hugs that last too long, lap sitting or other "accidental" touches.

MANDATED REPORTING

Every staff member or volunteer of **The Boys & Girls Club of Greater Westfield, Inc.** who becomes aware of or has suspicion of child abuse or neglect must immediately report to Club leadership. Club leadership is responsible for reporting the incident immediately to the appropriate authorities according to statewide mandated reporting laws, as well as to Boys & Girls Clubs of America (BGCA) within 24 hours via the critical incident system.

REQUIRED TRAINING

The Boys & Girls Club of Greater Westfield, Inc. conducts and reports through a BGCA-approved process the following training for all staff members and volunteers with direct repetitive contact with young people (at the intervals noted for each). Before providing services to young people, and annually thereafter:

1. BGCA-approved child abuse prevention
2. BGCA-approved mandated reporting
3. BGCA-approved grooming prevention

Annually:

- All the policies, including all safety policies, for **The Boys & Girls Club of Greater Westfield, Inc.**

PHYSICAL INTERACTIONS

Every staff member and volunteer of **The Boys & Girls Club of Greater Westfield, Inc.** is required to maintain appropriate physical contact with minors. Appropriate and inappropriate interactions include but are not limited to the following:

Appropriate:

- Side hugs • Handshakes • High-fives and hand slapping • Holding hands (with young children in escorting situations)

Inappropriate:

- Full-frontal hugs or kisses • Showing affection in isolated area • Lap sitting • Wrestling or piggyback/shoulder rides • Tickling • Allowing youth to cling to an adult's leg

VERBAL INTERACTIONS

Every staff member and volunteer of **The Boys & Girls Club of Greater Westfield, Inc.** is required to maintain appropriate verbal interactions with minors.

Appropriate and inappropriate interactions include but are not limited to the following:

Appropriate:

- Positive reinforcement • Child-appropriate jokes (no adult content) Encouragement • Praise

Inappropriate:

- Name calling • Inappropriate jokes (adult-only content) Discussing sexual encounters or personal issues • Secrets • Profanity or derogatory remarks • Harsh language that may frighten, threaten or humiliate youth

STAFF TO CHILD RATIO:

The program must have the number of staff necessary to:

- (a) Ensure adequate supervision of the group at all times
- (b) Provide individual attention to children
- (c) Promote their physical, social, emotional and cognitive development

Staff to be Included in Ratios.

- (a) For purposes of calculating staff: child ratios, staff shall include only those qualified people who are assigned to care for children for specific hours of the day.

(b) Group size should not exceed 26 children with a qualified staff/child ratio of 1:13.

ABUSE AND SAFETY RESOURCES The Boys & Girls Club of Greater Westfield, Inc. prominently displays BGCA-approved collateral that shares ethics hotline, crisis text line and safety helpline information with members, staff, volunteers and families. We also share all safety policies with parents and guardians upon receiving a youth membership application.

Prohibition of Private One-on-One



Interaction Policy

The Boys & Girls Club of Greater Westfield, Inc. is committed to providing a safe environment for members, staff and volunteers. To further ensure their safety, the organization prohibits all one-on-one interactions between Club members and staff and volunteers (including board members). All staff and volunteers must abide by the following:

- Ensure all meetings and communications between members and staff or volunteers are never private (see definition below).
- Ensure in-person meetings take place in areas where other staff and/or members are present.
- Communicate to another staff member whenever an emergency arises that necessitates an exception to this policy.
- Never initiate private or isolated one-on-one contact with a member.
- Never have a private or isolated meeting or communication with a member. This includes in-person meetings and virtual communications such as texting, video chat and social media between only a staff member or volunteer and a single member.
- Never transport one Club member at a time. This includes transportation in Club or leased vehicles.

Exceptions may only be made when delivering medical or counseling services by a licensed, trained therapist or similar professional. All exceptions shall be documented and provided to Club leadership in advance.

If an emergency arises that necessitates an exception to this policy, the emergency exception shall be communicated to Club leadership as soon as practicable, and ideally before engaging in one-on-one interaction.

ONE-ON-ONE INTERACTION POLICY GUIDANCE The following guidance should be used when implementing related policies and procedures.

Definition of one-on-one interaction

One-on-one interaction is defined as any private contact or communication (including electronic communication) between any Club participant and an adult, including adult staff, minor staff, volunteers, board members and others who might encounter members during regular programming and activities.

- Private contact/communication is any communication, in person or virtual, that is between one youth member and one adult (18 or over) that takes place in a secluded area, is not in plain sight and/or is done without the knowledge of others. Private places can include but are not limited to vehicles, rooms without visibility to others, private homes and hotel rooms. Examples of private contact include but are not limited to:

- Meeting behind closed doors (in rooms without windows or visible sightlines) or any spaces that are not visible to others.

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- One staff member transporting one member in a vehicle.
- Electronic communications (text, video, social media, etc.) between one member and one staff member or volunteer.
- Public contact/communication is any communication or meeting, in person or virtual, that is between at least three individuals, including two staff and one member, one staff and two members or variations of these combinations. Examples of public contact include but are not limited to:

- Meeting in plain sight of others (e.g., in a quiet corner of an active games room).
- Transporting members via public transportation (bus, taxis, train, air, etc.) or transporting multiple members.
- Electronic communications (text, video, social media, etc.) between multiple members and adults (e.g., group chats).
- Public places can include but are not limited to buses, airports, shopping malls, restaurants and schools.

Impact on mentoring programs

Mentorship is a key component of Boys & Girls Club programming and has tremendous positive impact on members. Prohibition of one-on-one interaction does not have to negatively affect mentor programs and/or relationship building. Mentors can adjust their practices to include:

- Holding mentor and coaching sessions in areas where other staff and/or members are present or can see you – for example, in large rooms where meetings are visible but not heard.
- Copying parents, staff or other members (when appropriate) on written and/or electronic communications.
- Scheduling meetings during Club hours and at the Club site.
- Documenting interactions between mentors and youth.

Impact on partnerships with local mentoring organizations

- All local mentors are required to abide by Club policies, including background check requirements and prohibition of one-on-one interaction.
- External mentors are required to abide by all Club safety policies and procedures.
- A written agreement should be in place to determine how and when the external organization assumes custody and responsibility of the member; these procedures should be clearly communicated to parents or guardians.
- Every interaction between mentor and youth will be documented and maintained

Impact on travelling to off-site events and activities

- When travelling to external events such as Keystone, Youth of the Year or other off-site events, the one-on-one policy shall continue to be followed.
- Should the Club take responsibility for transporting members to and/or from an event, one staff member should not transport one single child at any time in a vehicle. Accommodation shall be made to ensure at least three people (two staff and one member or one staff and two members) are together when traveling. As an alternative, public transportation may be used (e.g., taxi, Uber, public transport).
- If this arrangement presents staffing or budget challenges, consider the following:
 - i. Inviting parents or guardians to attend and/or chaperone their child.
 - ii. Including additional youth (e.g., Junior Youth of the Year) and/or staff in travel plans. Coordinating with other Clubhouses or nearby organizations to travel together.
 - iii. Travelling with additional staff or members.
- Parents and guardians should also provide written consent in each instance in which a member travels to any off-site event. NOTE: Parents or guardians are never allowed to provide consent for one-on-one interaction.
- Similar practices should be in place when coordinating field trips.

Impact on transportation to and from the Club

- When transporting members to and/or from a Club-sponsored event or activity, single members should not be transported alone with one staff person.

Exceptions to policy

Exceptions to the one-on-one policy can be made under the following circumstances:

- When delivering medical or counseling services by a licensed, trained therapist or similar professional (e.g., counselors, social workers).
- When the emotional or physical safety of a member is at risk and private, one-on-one communication is deemed necessary by Club leadership.
- In emergency situations that could create a safety risk, exceptions can be made (e.g., if a member is not picked up by a parent and leaving them alone at the Club could be a safety risk).

Should exceptions need to be made, the Club shall have policies in place to monitor interactions, including but not limited to:

- Disclosing the meeting to Club leadership and regularly checking in with the members and adult during conversations.
- Placing time limits on conversations.
- Meeting in rooms with clear sight lines (e.g., rooms with windows or glass doors).
- Documenting the interaction.
- In an emergency, disclosing the situation to another staff member before engaging in one-on-one interaction.

Supervision & Facilities Policy



SUPERVISION

The Boys & Girls Club of Greater Westfield, Inc. is committed to providing a safe environment. All Club activities and program spaces shall always be under continuous supervision by sight or sound (for restroom supervision) by an appropriate adult staff (18 or over). To ensure appropriate supervision, staff and volunteers:

- Must abide by the prohibition of private one-on-one interaction policy.
- Must abide by all the organization's disciplinary policies and procedures.
- Must ensure that at least one adult staff (18 and over) is present when supervising members.
- Must always maintain proper supervision ratios.
- Must be trained on appropriate supervision tactics and behavior patterns.
- Must ensure that all youth staff and volunteers are supervised by an adult (18 and over) staff member.
- Must immediately notify Club leadership and/or submit written reports detailing supervision issues, accidents or critical incidents.
- Must never use electronic devices such as cell phones, PDAs or other communication devices while supervising members unless for Club purposes, as defined in the Acceptable Technology Use Policy.

FIELD TRIP SUPERVISION:

Transportation for field trips will be provided by buses & vans owned and operated by **The Boys & Girls Club of Greater Westfield, Inc.** .

- A minimum ratio of 1 staff member for every 13 youth is required for all field trip transportation.
- Staff will maintain constant supervision of the youth during transport. One staff youth will sit in the front of the vehicle, and additional staff will be strategically staggered in the vehicle to ensure all youth are being monitored.
- An attendance and identification check will be conducted before departure, upon arrival at the destination, before departure from the location, and upon return to program to ensure no youth is left behind.

RESTROOM USAGE

The Boys & Girls Club of Greater Westfield, Inc. is committed to providing a safe, clean environment and enforces the following restroom policy for members, staff, volunteers and other adults.

- There will be either a designated adult restroom or procedures to ensure adults and minors never utilize a restroom at the same time.
- Club will either have single-user restrooms or multi-user restrooms with single stalls that can be secured from the inside.

- When using restrooms at public facilities during field trips, a minimum of three youth will be escorted by one staff member, who will wait outside the main entrance of the restroom.
- If a staff must use a non-staff identified rest room, they must make another staff member aware so that staff person can assure no one else will enter the restroom at the same time as the staff using it.

RESTROOM MONITORING

Restrooms will be regularly monitored by designated staff according to a schedule set by Club leadership. Monitoring includes walk-throughs, inspections and/or any (but not necessarily all) of the best practices outlined below:

- Implementing procedures to limit the number of children using restrooms at the same time.
- Prohibiting younger children and teens from sharing a restroom.
- Positioning staff near restroom entries to maintain auditory supervision of space.
- Designing or renovating multi-user restrooms to eliminate outer doors, while maintaining privacy with individual stalls. Staff observing unacceptable restroom conditions or incidents shall:
- Immediately notify Club leadership of the incident.
- Document, in writing, restroom conduct incidents and report them to Club leadership as soon as possible in compliance with the Club's Incident Reporting Policy.

** See Field Trip Restroom Usage in Restroom Supervision Policy**

ENTRANCE AND EXIT CONTROL

All facility entries and exits shall be controlled and monitored by paid adult staff (18 or over) during all hours of operation, along with a system to monitor and track everyone who is in the facility.

All exit doors shall have an audible alarm to discourage unauthorized use to exit or enter the facility.

Only designated adult staff (18 or over) shall be authorized to possess keys and/or badges to open any facility. If an employee is supervising a scheduled activity, they shall be responsible for the security of their program space.

FACILITY CONDITION

All program spaces will have clear lines of visibility and be monitored by adult staff when in use. Areas that are not in use shall remain locked and only accessible by adult staff.

All interior and exterior spaces, hallways, stairs and stairways shall be monitored, maintained, well-lit, clean and free of hazards and obstructions. All storage closets and other unused spaces are to be locked during operational hours.

Damages to facilities shall be repaired in a reasonable manner. Damages that pose imminent risk to the health and safety of members, staff or volunteers shall be repaired immediately. If immediate repair to damage that poses imminent risk is not possible, Club leadership shall determine whether temporary or permanent closure of the facility may be required. Any damage to a facility that results in an incident deemed critical to the organization shall be reported to the appropriate authorities as a critical incident.

FOOD AND DRINK

Any distribution, preparation or consumption of food and/or drink at any facility shall comply with all applicable food services' sanitation and public health codes. If food is prepared and served on site, required city or county health department inspection certificates shall be posted. Any dangerous kitchen utensils, including knives, shall be properly and securely stored.

Transportation Policy



Before & After School Program:

Youth transportation will be provided by **The Boys & Girls Club of Greater Westfield, Inc.**

The driver and vehicle shall conform to Massachusetts bus requirements as contained in M.G.L.C 90 and 540CMR 7.00 (Minimum Standards for Construction and Equipment of School Buses).

Every vehicle at The Boys & Girls Club of Greater Westfield, Inc. will be equipped with:

- First aid kits
- Fire extinguisher
- Road safety kit (including flares, flashlight, etc.)
- A working phone and emergency contacts.

Preschool Program:

Children enrolled in our preschool program are transported to and from the program by their parent/guardian.

Emergency Procedures:

- In the event that there is a problem with the bus (accident, malfunction, flat tire, etc.) the bus will pull over to the side of the road and call for assistance. The staff on the bus will contact Club leadership. Staff will ensure youth remain safely in the vehicle if it's safe to do so. If it is unsafe, youth will be escorted away from the vehicle and to a safe area.
- If there is a medical emergency 911 will be called. All parents/guardians will be notified of any incident immediately and can always contact Club leadership.
- Staff will maintain an emergency list on all vehicles that will include child's name and contact information.

* Also located in Emergency Handbook*

Release of Information and Pickup Procedures



The Boys & Girls Club of Greater Westfield, Inc. is committed to providing a safe environment for our members. To ensure proper procedures are followed in the release of youth from our program, the following policy outlines how and when youth will be released to authorized individuals and how information regarding youth will be managed.

Release of Information:

At **The Boys & Girls Club of Greater Westfield, Inc.** we respect the privacy and confidentiality of all youth and families. Club staff will only release information regarding youth or their families to authorized individuals, and this information will be kept confidential unless we are legally required to disclose it or have received written consent to disclose from the parent/guardian.

- Any information pertaining to a child's day including written reports will be discussed and reviewed with only individuals listed on the child's authorized pick up list. No information will be shared with anyone who is not on the authorized pick up list. This includes but not limited to attendance tracking. It is the responsibility of the parent/guardian to ensure individuals and their information listed on the authorized pick-up list is kept up to date.

Pick Up:

- **Authorized Pick-Up List:** Parents/Guardians are required to provide the Club with a list of individuals who are authorized to pick up their child(ren) from the program. This list should include names, phone numbers, relationship to child(ren) and any additional relevant contact details.
- **Release to Authorized Persons:** Youth will only be released to their parents/guardians or other individuals who have been authorized by the parents/guardians. If a person who is not listed as an authorized individual arrives to pick up the youth, we will not release the youth without prior written consent from the parent/guardian.
- **Identification Requirement:** For the safety of all youth in the program, parents/guardians, and authorized pick-up individuals will be required to show a valid form of ID upon arrival to pick up a child. This measure is in place to verify identity and prevent any unauthorized individuals from gaining access to youth in our care.
- **Government or Referral Agencies:** If any government or referral agency is requesting information on or dismissal of a youth the Chief Operating Officer/or the Director of Operations must be notified immediately. All government and referral agencies must have appropriate legal documents signed and government issued ID's must be shown and copied.

Custody Agreement:

If there are any issues regarding custody or restraining orders issued against any primary guardian or immediate relative of the child enrolled, a copy of those arrangements must be on file at the Club. If these orders are not on file, the Club can release the child to either parent/guardian. The custodial parent/guardian and the authorities will be notified in case any issues or concerns relating to the arrangements on file arise.

Restroom Supervision Policy



Restroom supervision: Staff will stand in the doorway while children are using the restroom. This policy allows privacy for the children and protection for the staff (not being alone with a child). No child, regardless of age, should ever enter a bathroom alone on a field trip. Always send children in pairs, and when possible, with staff.

Members within the same age group will use restrooms at the same time. Teen members and staff will not use the restroom at the same time as members of any other younger group.

Staff will follow the rule of three. This means staff should never be alone with a child at any time. For example: 2 staff:1 Child or 2 Children:1 staff

Staff should use designated staff-only restrooms. If staff-only restrooms are unavailable, staff will use the restroom at a time when no members are currently in or using the restroom.

Field Trip Restroom Usage:

- On a field trip or when using a public restroom, youth shall never enter the restroom alone unless it is a single-stall restroom that is empty.
- Youth shall follow the “three and me” in using public restrooms, with at least three youth and an adult walking to the restrooms. The adult will remain outside the restroom door to provide auditory surveillance.
- Whenever possible, staff/volunteers will monitor and clear public restrooms before use by youths to ensure that the facility is free of adults – and clear of youth not involved in the Club program – before allowing youth to use the facilities. Alternatively, staff/youths will stand in the restroom doorway and/or hold the door at least partially open when supervising youth use of public restrooms.

Background Check Policy



The Boys & Girls Club of Greater Westfield, Inc. is committed to selecting and retaining effective staff and volunteers to serve our youth. As part of the selection process and in accordance with state background check regulations, background checks and screening procedures are conducted in accordance with this policy.

BACKGROUND CHECKS

The Boys & Girls Club of Greater Westfield, Inc. conducts criminal background checks of all employees, including minors; board volunteers and others who serve on a standing committee; and all other volunteers, including partners and minors, who have direct repetitive contact with minors. **The Boys & Girls Club of Greater Westfield, Inc.** will utilize First Advantages BGCA package in verifying Background record checks along with the Department of Early Education and cares CORI policy including a fingerprint process. Name-based or fingerprint-based record searches may be used in any combination, but the background check shall at a minimum:

- Verify the person's identity and legal aliases through verification of a social security number.
- Provide a national Sex Offender Registry search.
- Provide a comprehensive criminal search that includes a national search.
- Provide a comprehensive local criminal search that includes either a statewide or county level criminal search, depending on jurisdiction (a current list of jurisdictions can be found at www.bgca.net/childsafety).
- Include any additional background check criteria required by organizational policies, funding or licensing agencies or required in the applicable jurisdiction, such as motor vehicle records, child abuse registry or credit checks.

Such checks will be conducted prior to employment and at regular intervals not to exceed twelve months.

All background check findings shall be considered when making employment or volunteer decisions, and **The Boys & Girls Club of Greater Westfield, Inc.** will not employ potential staff or engage potential volunteers if such individual:

- a. Refuses to consent to a criminal background check.
- b. Makes a false statement in connection with such criminal background check.
- c. Is registered, or is required to be registered, on a state or national sex offender registry.
- d. Has been convicted of a felony consisting of:
 1. Murder
 2. Child abuse
 3. Domestic violence
 4. Abduction or human trafficking

5. A crime involving rape or sexual assault

6. Arson

7. Weapons

8. Physical assault or battery

9. Drug possession, use or distribution in the last five years

e. Has been convicted of any misdemeanor or felony against children, including child pornography.

INTERVIEWING: The Boys & Girls Club of Greater Westfield, Inc. will conduct in-person behavioral-based interviews with every candidate for employment or program volunteer service. BGCA will provide behavioral-based interview questions for local use.

REFERENCE CHECKS

The Boys & Girls Club of Greater Westfield, Inc. conducts reference checks on any candidate for employment or volunteer with direct repetitive contact with young people. Should candidates for employment have previous experience with a Boys & Girls Club, information on the candidate's eligibility for rehire/volunteering must be obtained from all previous Boys & Girls Clubs for which the candidate worked prior to extending an offer for employment or volunteer service. Additionally, The Boys & Girls Club of Greater Westfield, Inc. provides reference materials when asked by other Member Organizations.

STAFF AND VOLUNTEER ONBOARDING Upon offer of a position, each new Club employee shall receive and confirm in writing receipt of an up-to date employee policies and procedures manual or handbook that, at a minimum, articulates current:

- Conditions of employment;
- Benefits;
- Rights and responsibilities of employees;
- Club safety policies; and
- Any other important employment-related information.

Before working with any Club members, all staff and volunteers at a minimum shall be given an orientation that includes an overview of the following:

- The organization's mission, goals, policies and procedures and schedule;
- Job descriptions and performance standards for their position;
- The needs and other relevant characteristics of program participants, including cultural and socioeconomic characteristics;
- Personnel and volunteer policies and procedures, including expectations regarding work hours and schedules, breaks and planning time;
- Operational policies and procedures related to safety, supervision, transportation, facilities, emergency operations, etc.; and

- Completion of the required Child Abuse Prevention Trainings approved by BGCA.

Drug, Alcohol and Smoking Policy



The Boys & Girls Club of Greater Westfield, Inc. is committed to providing a safe environment for members, staff and volunteers. To further ensure their safety, all staff and volunteers must abide to our drug and alcohol policy. **The Boys & Girls Club of Greater Westfield, Inc.** maintains a drug- and alcohol-free workplace. The unlawful or improper use of drugs – including but not limited to marijuana, smoking, controlled substances, or alcohol in the workplace – presents a danger to everyone. The organization also has a duty to comply with the requirements of the DrugFree Workplace Act of 1988.

- Employees are prohibited from reporting to work or working while under the influence of alcohol and/or illegal or unauthorized drugs.
- Employees are prohibited from reporting to work or working when the employee is using any legal drugs; exceptions can be made in accordance with state law when the use is pursuant to a doctor's orders and the doctor has advised the employee that the substance does not adversely affect the employee's ability to safely perform his or her job duties. Employees taking any legal drugs that potentially affect job safety or performance are responsible for notifying their supervisor and Club Experience Director so that a determination of job performance or a reasonable accommodation can be made. An employee may not be permitted to perform his or her job duties unless such a determination or reasonable accommodation has been made.
- Smoking/vaping is prohibited at all Boys & Girls Clubs properties except for external areas where it is specifically authorized. Smoking/vaping is defined to include the use of any tobacco-containing products, including cigarettes, cigars, and pipes, as well as the use of electronic cigarettes (e-cigarettes) and vaporizers. The smoking policy applies to employees, volunteers, and members while on Club premises or during Club activities (on or off site).
- Employees are prohibited from engaging in the unlawful or unauthorized manufacturing, distribution, dispensing, sale or possession of illegal drugs and alcohol in the workplace, including on organization paid time, on organization premises, in organization vehicles or while engaged in organization activities.
- Employees must notify their supervisor and/or Club leadership immediately of any criminal drug or alcohol violation.

Employment with **The Boys & Girls Club of Greater Westfield, Inc.** is conditional upon full compliance with the foregoing drug- and alcohol free workplace policy. Any violation of this policy might result in disciplinary action, up to and including discharge.

The Boys & Girls Club of Greater Westfield, Inc. further reserves the right to take any and all appropriate and lawful actions necessary to enforce this drug- and alcohol-free workplace policy, including but not limited to the inspection of organization-issued lockers, desks, or other suspected areas of concealment, as well as an employee's personal property when the organization has reasonable suspicion to believe that the employee has violated this policy. Screening, testing and security measures may be used as methods of enforcement, as permitted by applicable state law. It is a violation of this policy to refuse to submit to testing. Tests that are paid for by the organization are the property of the organization, and the examination records will be treated as confidential and held in separate medical files. However, records of specific examinations will be made available, if required by law or regulation, to the employee, persons designated and authorized by the employee, public agencies, relevant insurance companies and/or the employee's doctor.

Examples of behavior suggesting that employees or volunteers are under the influence of drugs or alcohol include but are not limited to:

- Odors (smell of alcohol, body odor or urine);
- Movements (unsteady, fidgety, dizzy);
- Eyes (dilated, constricted or watery eyes or involuntary eye movements);
- Face (flushed, sweating, confused or blank look);
- Speech (slurred, slow, distracted mid-thought, inability to verbalize thoughts);
- Emotions (argumentative, agitated, irritable, drowsy);
- Actions (yawning, twitching); or
- Inactions (sleeping, unconscious, no reaction to questions).

Unusual patterns of behavior that may suggest drug or alcohol misuse include but are not limited to:

- Repeatedly calling in sick;
- Being absent directly before or after holidays and weekends;
- Repeatedly damaging inventory or failing to meet reasonable work schedules; and
- Being involved in frequent accidents that can be related to the use of drugs or other substances.

Incident Investigation Policy



INCIDENT INVESTIGATION

The Boys & Girls Club of Greater Westfield, Inc. takes all incidents seriously and is committed to supporting external investigations of all reported incidents and allegations or internal investigations by the Safety Committee when not an externally reportable incident.

Federal, state and local criminal and or mandated child abuse reporting laws must be complied with before any consideration of an internal investigation. The internal investigation should never be viewed as a substitute for a required criminal or child protective services investigation.

In the event that an incident involves an allegation against a staff member, volunteer or Club member, the Club shall suspend that individual immediately (employees with pay) and maintain the suspension throughout the course of the investigation.

BGCA CRITICAL INCIDENT REPORTING

Each Member Organization shall immediately report any allegation of abuse or potential criminal matter to law enforcement. In addition, each Member Organization shall report the following critical incidents to BGCA within 24 hours:

- a. Any instance or allegation of child abuse, including physical, emotional or sexual abuse; sexual misconduct or exploitation (Club-related or not) against any child by a current employee or volunteer; or any Club-related instance by a former employee or volunteer.
- b. Any instance or allegation of child abuse, including physical, emotional or sexual abuse; or sexual misconduct or exploitation by a youth towards another youth at a Club site or during a Club-sponsored activity.
- c. Any child who might have been abducted or reported missing from a Club site or Club-sponsored activity.
- d. Any major medical emergency involving a child, staff member or volunteer at a Club site or during a Club-sponsored activity leading to extended hospitalization, permanent injury or death; or a mental health crisis with a child requiring outside care.
- e. Any instance or allegation of abuse, including physical, emotional or sexual abuse, sexual misconduct, harassment or exploitation (Club-related or not) involving any staff member; or any Club-related instance or allegation of abuse, including physical, emotional or sexual abuse, sexual misconduct harassment or exploitation against a volunteer or visitor.
- f. Any failure to comply with requirements set forth by childcare licensing agencies or organizations.
- g. Any known or suspected felony-level criminal act committed at a Club site or during a Club-sponsored activity.
- h. Any misappropriation of organizational funds in the amount of \$10,000 or greater, or any amount of federal funds.

i. Any criminal or civil legal action involving the organization, its employees or volunteers, as well as any changes in the status of an open organization-related legal action.

j. Negative media attention that could compromise the reputation of the Member Organization or the Boys & Girls Clubs of America brand.

k. Any other incident deemed critical by the Member Organization.

Failure to report safety incidents to Boys & Girls Clubs of America could result in a funding hold or the organization being placed on provisional status.

Technology Acceptable Use Policy



The Boys & Girls Club of Greater Westfield, Inc. is committed to providing a safe use of technology and online safety for members, staff and volunteers. The acceptable use policy provides the framework for those safety practices and procedures.

CLUB MEMBER USAGE

Before a member will be allowed to use Club technology equipment or their personal device, his/her parent/guardian will need to give permission and review the following relevant Technology Acceptable Use Principles:

Club devices shall include any and all Club-owned existing and/or emerging technologies and devices that can take photographs, play and record audio or video, input text, upload and download content and/or media and transmit or receive messages or images.

Personally owned devices shall include any and all member-owned existing and/or emerging technologies and devices that can take photographs, play and record audio or video, input text, upload and download content and/or media and transmit or receive messages or images.

Club purposes shall include program activities, career development, communication with experts and/or Club peer members, homework and Club activities. Members are expected to act responsibly and thoughtfully when using technology resources. Members bear the burden of responsibility to inquire with staff when they are unsure of the permissibility of a particular use of technology prior to engaging in its use.

Authorized use: Club devices and personally owned devices are permitted for use during approved Club times for Club purposes and in approved locations only. The Club expressly prohibits the use of Club devices or personally owned devices in locker rooms, restrooms and other areas where there is an expectation of privacy.

Appropriate use: Members may not use any technology to harass, threaten, demean, humiliate, intimidate, embarrass or annoy their peers or others in their community. Any inappropriate use of a Club or personally owned device, as determined by Club staff, can lead to disciplinary action including but not limited to confiscation of the device, immediate suspension from the Club, termination of membership or other disciplinary actions determined to be appropriate to the Club's existing disciplinary policies including, if applicable, referral to local law enforcement.

Monitoring and inspection: **The Boys & Girls Club of Greater Westfield, Inc.** reserves the right to monitor, inspect, copy and review any personally owned device that is brought to the Club. Parents/guardians will be notified before such an inspection takes place and may be present, at their choice, during the inspection. Parents/guardians may refuse to allow such inspections. If so, the member may be barred from bringing personally owned devices to the Club in the future.

Loss and damage: Members are responsible for keeping devices with them at all times. Staff are not responsible for the security and condition of the member's personal device. Furthermore, the Club is not liable for the loss, damage, misuse or theft of any personally owned device brought to the Club.

Any inappropriate or unauthorized use of a Club or personally owned device, as determined by Club staff, can lead to disciplinary action including but not limited to confiscation of the device, immediate suspension from the Club,

termination of membership or other disciplinary actions determined to be appropriate to the Club's existing disciplinary policies, including, if applicable, referral to local law enforcement.

Members must be aware of the appropriateness of communications when using Club or personally owned devices. Inappropriate communication is prohibited in any public or private messages, as well as material posted online. Inappropriate communication includes but is not limited to the following:

- Obscene, profane, lewd, vulgar, rude, inflammatory, threatening or disrespectful language or images typed, posted or spoken by members;
- Information that could cause damage to an individual or the Club community or create the danger of disruption of the Club environment;
- Personal attacks, including prejudicial or discriminatory attacks;
- Harassment (persistently acting in a manner that distresses or annoys another person) or stalking of others;
- Knowingly or recklessly posting false or defamatory information about a person or organization; or
- Communication that promotes the destruction of property, including the acquisition or creation of weapons or other destructive devices.

If a member is told to stop sending communications, that member must cease the activity immediately.

CYBERBULLYING

Members may not utilize any technology to harass, threaten, demean, humiliate, intimidate, embarrass or annoy their peers or others in their community. This behavior is cyberbullying, which is defined as bullying that takes place using emerging technologies and devices. Any cyberbullying that is determined to disrupt the safety and/or well-being of the Club, Club members, Club staff or community is subject to disciplinary action.

Examples of cyberbullying include, but are not limited to:

- Harassing, threatening or hurtful text messages, emails or comments on social media.
- Rumors sent by email or posted on social networking sites.
- Embarrassing pictures, videos, websites or fake profiles.

Members may not attempt to gain unauthorized access to the Club's network, or to any other computer system through the Club's network. This includes attempting to log in through another person's account or accessing another person's files. Members may not use the Club's network to engage in any illegal act, including, but not limited to, arranging for the purchase or sale of alcohol, tobacco or other drugs; engaging in criminal activity; or threatening the safety of another person. Members may not make deliberate attempts to disrupt the computer system or destroy data by spreading computer viruses.

Monitoring and inspection: The Boys & Girls Club of Greater Westfield, Inc. reserves the right to monitor, inspect, copy and review files stored on Club-owned devices or networks. In addition, **The Boys & Girls Club of Greater Westfield, Inc.** reserves the right to inspect and/or review personally owned devices that are brought to the Club. Parents/guardians will be notified before such an inspection takes place and may be present, at their choice, during the inspection. Parents/guardians may refuse to allow such inspections but the member may be barred from bringing personally owned devices to the Club in the future.

Internet access: Personally owned devices used at the Club must access the internet via the Club's content-filtered wireless network and are not permitted to directly connect to the internet through a phone network or other content service provider. **The Boys & Girls Club of Greater Westfield, Inc.** reserves the right to monitor communication and internet traffic, and to manage, open or close access to specific online websites, portals, networks or other services. Members must follow Club procedures to access the Club's internet service.

Loss and damage: Members are responsible for keeping the personal device with them at all times. Staff are not responsible for the security and/or condition of the member's personal device. Furthermore, the Club shall not be liable for the loss, damage, misuse or theft of any personally owned device brought to the Club.

Parental notification and responsibility: While **The Boys & Girls Club of Greater Westfield, Inc.** Acceptable Use Policy restricts the access of inappropriate material, supervision of internet usage might not always be possible. Due to the wide range of material available on the internet, some material might not fit the particular values of members and/or their families. Because of this, it is not considered practical for **The Boys & Girls Club of Greater Westfield, Inc.** to monitor and enforce a wide range of social values in student use of the internet. If parents/guardians do not want members to access information beyond the scope of the Technology Acceptable Use Policy, they should instruct members not to access such materials.

Digital citizenship: Club members shall conduct themselves online in a manner that is aligned with **The Boys & Girls Club of Greater Westfield, Inc.** code of Conduct. The same rules and guidelines members are expected to follow offline (i.e., in the real world) shall also be followed when online. Should a member behave online in a manner that violates **The Boys & Girls Club of Greater Westfield, Inc.** Code of Conduct, that member shall face the same discipline policy and actions they would if their behavior had happened within the physical Club environment.

Club-owned-and-operated technology: Members are expected to follow the same rules and guidelines when using Club-owned technology. Club technology and systems are the property of the Club, are intended to be used for Club purposes and are to be used during approved times with appropriate supervision. Club members shall never access or use Club technology or systems without prior approval.

Digital citizenship and technology safety training: All members who wish to use a Boys & Girls Clubs device or equipment will be required to successfully complete a BGCA-provided digital citizenship and technology safety training. This training is required for all members annually.

STAFF AND VOLUNTEER USAGE

Before a staff member can use Club technology equipment or a personal device, he/she shall review Technology Acceptable Use Principals. The following relevant principles shall apply:

Club devices shall include any and all Club-owned existing and/or emerging technologies and devices that can take photographs, play and record audio or video, input text, upload and download content and/or media and transmit or receive messages or images.

Personally owned devices shall include any and all staff-owned existing and/or emerging technologies and devices that can take photographs, play and record audio or video, input text, upload and download content and/or media and transmit or receive messages or images.

Club Purposes include but are not limited to the delivery of program activities, accessing sanctioned training or career development opportunities, communication with experts and/or authorized Club staff and for Club purposes or management of other Club activities, such as member check-in or incident reporting. Staff are expected to act

responsibly and thoughtfully when using technology resources. Staff bear the burden of responsibility to ask their supervisor when they aren't sure of the permissibility of a particular use of technology prior to engaging in that use.

Authorized use: Personally owned devices are permitted for use during approved Club times for Club purposes and in approved locations only. The Club expressly prohibits the use of personally owned devices in locker rooms, restrooms and other areas where there is an expectation of privacy.

Appropriate use: Staff may not use any technology to harass, threaten, demean, humiliate, intimidate, embarrass or annoy their peers or others in their community. Any inappropriate use of a personally owned device, as determined by a supervisor, can lead to disciplinary action including but not limited to confiscation of the device, immediate suspension from the Club, termination of employment or volunteer assignment or other disciplinary actions determined to be appropriate to the Club's existing disciplinary policies including, if applicable, referral to local law enforcement.

Monitoring and inspection: The Boys & Girls Club of Greater Westfield, Inc. reserves the right to monitor, inspect, copy and review a personally owned device that is brought to the Club. Staff may refuse to allow such inspections. If so, the staff member may disciplinary action up to and including termination.

Loss and damage: Staff are responsible for keeping devices with them at all times. Supervisors and the Club at large are not responsible for the security and condition of the staff member's personal device. Furthermore, the Club is not liable for the loss, damage, misuse or theft of any personally owned device brought to the Club.

Any inappropriate or unauthorized use of a personally owned device, as determined by a supervisor, can lead to disciplinary action including but not limited to confiscation of the device, immediate suspension from the Club, termination of employment or volunteer assignment or other disciplinary actions determined to be appropriate to the Club's existing disciplinary policies, including, if applicable, referral to local law enforcement.

Inappropriate communication includes but is not limited to:

- Obscene, profane, lewd, vulgar, rude, inflammatory, threatening or sexual content or disrespectful language or images typed, posted or spoken by staff or members.
- Information that could cause conflict.
- Personal attacks, including prejudicial or discriminatory attacks.
- Harassment (persistently acting in a manner that distresses or annoys another person) or stalking others.
- Knowingly or recklessly posting false or defamatory information about a person or organization.
- Communication that promotes the destruction of property, including the acquisition or creation of weapons or other destructive devices.

If a staff member is told to stop sending communications, he/she must cease the activity immediately.

Staff must be aware of the appropriateness of communications when using Club or personally owned devices. Inappropriate communication is prohibited in any public or private messages, as well as material posted online.

Staff may not use any technology to harass, threaten, demean, humiliate, intimidate, embarrass or annoy others. This behavior is cyberbullying, which is defined as bullying that takes place using existing or emerging technologies and devices. Any cyberbullying that is determined to disrupt the safety and/or wellbeing of the Club, Club staff, Club members or community is subject to disciplinary action.

Examples of cyberbullying include but are not limited to:

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- Harassing, threatening or hurtful text messages, emails or comments on social media.
- Rumors sent by email or posted on social networking sites.
- Use of embarrassing pictures, videos, websites or fake profiles.

Communication with Club members: Staff may never use personal devices to communicate directly with a single Club member. Proper protocol dictates that all communication between staff and Club members must include an additional staff member and at least two Club members. This also includes overnight events such as Keystone Conferences and Youth of the Year events.

Monitoring and inspection: The Boys & Girls Club of Greater Westfield, Inc. reserves the right to monitor, inspect, copy and review a personally owned device that is brought to the Club. Staff may refuse to allow such inspections. If so, the staff member may be subject to disciplinary action up to and including termination.

Internet access: Personally owned devices used at the Club must access the internet via the Club's content-filtered wireless network and are not permitted to directly connect to the internet through a phone network or other content service provider. The Boys & Girls Club of Greater Westfield, Inc. reserves the right to monitor communication and internet traffic and to manage, open or close access to specific online websites, portals, networks or other services. Staff must follow Club procedures to access the Club's internet service.

Loss and damage: Staff are responsible for keeping devices with them at all times. Supervisors and the Club at large are not responsible for the security and condition of any staff member's personal device. Furthermore, the Club is not liable for the loss, damage, misuse or theft of any personally owned device brought to the Club.

Password and access: To prevent unauthorized access, devices must lock themselves and require authentication using the strongest features available on the device. A minimum standard would require a typed password of at least six characters or numbers, though some devices utilize fingerprint or other biometric technologies.

Emergency Operations Plan Policy



Through the appropriate use of Club and community resources, Boys & Girls Clubs strive to mitigate the immediate effects of an emergency and its long-term effects on Club operations and mission by being prepared to effectively respond to and recovery from an emergency.

EMERGENCY OPERATIONS PLAN (EOP)

Boys & Girls Clubs shall create and maintain an Emergency Operations Plan (EOP). At minimum, the plan shall encompass the following elements:

- Mitigation, preparedness, response and recovery for the following types of emergencies:
 - o Fire o Weather (tornado, flooding, hurricane, etc.)
 - o Lockdown (for interior or exterior threat)
 - o Bomb threat
 - o Suspicious package
- Training/drill schedule and reporting procedures for staff, volunteers and members.
- Developed and shared with local first responders, such as fire department and law enforcement agencies.

EOP ANNUAL REVIEW

The Boys & Girls Club of Greater Westfield, Inc. leadership will maintain a board-led safety committee that regularly focuses on safety and will have oversight and responsibility for the emergency operations plan. The board-led safety committee will be responsible for reviewing and updating the emergency operations plan annually.

FIRST AID AND CPR TRAINING

The Boys & Girls Club of Greater Westfield, Inc. always maintains a minimum of one CPR- or first-aid-trained staff on site during all operating hours when members are being served. KEY DEFINITIONS

Emergency: An emergency is any event, natural or man-made, whether expected or unexpected, that places life or significant Club assets in danger or threatens the ability to conduct normal business operations and usually involves abnormal time constraints and resource responses.

Mitigation: Mitigation is the effort to reduce loss of life and property by lessening the impact of disasters or emergencies. For mitigation to be effective, we need to take action now — before the next emergency occurs — to reduce human and financial consequences later. Preparedness:

Preparedness helps everyone act quickly and decisively in the face of a disaster or emergency and can minimize loss of property and prevent death and injury. An effective emergency plan should include steps to ensure that those with disabilities or special needs are provided with a proper

Surveillance Camera Policy



The Boys & Girls Club of Greater Westfield, Inc., in an effort to maintain a safe and secure environment for its members, families, guests and staff, have installed a surveillance system recording at all times inside and outside Club property. Signage is posted at the membership/reception area and various areas of the building disclosing this activity. The Club's video security system shall be used only for the protection and safety of members, employees, guests, assets, property, and to assist law enforcement. Reasonable efforts shall be made to safeguard the privacy of members, customers and employees. Surveillance cameras shall not be positioned in areas where there is a reasonable expectation of personal privacy such as restrooms; employee break or changing areas.

The Surveillance cameras will be positioned to record only those areas specified by the Chief Executive Officer, Chief Operating Officer or Director of Operations and will compliment other measures to maintain a safe and secure environment in compliance with Club safety policies and MA & Federal laws. Information obtained from the surveillance system shall be used primarily for Club or law enforcement investigative purposes. The public, Club members or Club staff, except the Chief Executive Officer, Chief Operating Officer, Director of Operations and Program/Facilities Director, do not have a right to access, view or obtain a copy of the video surveillance.

Camera locations shall not be changed or added without the permission of the Chief Executive Officer, Chief Operating Officer or Director of Operations and only the director or employee(s) designated by the director are authorized to operate the video security system. Access to video records shall be limited to authorized employees, who shall only access such records during the course of their regular duties. Club employees are to review and comply with this policy. Such persons shall not violate any laws relevant to this policy in performing their duties and functions related to the video security system. Images from the Club surveillance system are stored digitally on hardware in the Club. It is the intent of the Club to retain all recorded images for approximately 30 days. Typically, images will not be routinely monitored in real-time, nor reviewed by Club staff, except when specifically authorized by the Chief Executive Officer, Chief Operating Officer or Director of Operations or other authorized employee(s). Any records produced by the Surveillance system shall be kept in a secure manner, and managed appropriately by the Club to protect legal obligations and evidentiary values.

- Video records may be used to identify the person or persons responsible for Club policy violations, criminal activity, or actions considered disruptive to normal Club operations.
- Video records may be used to assist law enforcement agencies in accordance with applicable state and federal laws upon receipt of a subpoena. The requirement of a subpoena may, however, be waived by the Chief Executive Officer, Chief Operating Officer, Director of Operations or authorized employees when appropriate. Video records of incidents can be retained and reviewed as long as considered necessary by the director.
- Video records may be shared with authorized employees when appropriate or, upon approval by the, Chief Executive Officer, Chief Operating Officer, Director of Operations other Club staff to identify person(s) suspended from Club property and to maintain a safe, secure and policy-compliant environment.

- Video records may be used, upon authorization by the Chief Executive Officer, Chief Operating Officer, Director of Operations as otherwise allowed by law.
- Only the Chief Executive Officer, Chief Operating Officer, Director of Operations and employees designated by the Chief Executive Officer, Chief Operating Officer, Director of Operations shall be authorized to release any video record to law enforcement. Only the s Chief Executive Officer, Chief Operating Officer, Director of Operations shall be authorized to release any video record to any third-party other than law enforcement.
- Video records shall not be used or disclosed other than as specifically authorized by this policy.
- Only the Chief Executive Officer, Chief Operating Officer, Director of Operations or employees authorized by the Chief Executive Officer, Chief Operating Officer, Director of Operations shall operate the video security system.
- The Chief Executive Officer, Chief Operating Officer, Director of Operations and law enforcement or their specific designees may play back recorded video while conducting an investigation. No recorded video is to be downloaded to a portable storage device or sent via email except by the Chief Executive Officer, Chief Operating Officer, Director of Operations or Law Enforcement in the course of an investigation in order to preserve the recorded video. All instances of video downloads or sending video by email will be recorded in a video download log maintained by Director of Operations under the guidance of the Chief Executive Officer, Chief Operating Officer, Director of Operations.

Guest/Visitor Policy



The priority of **The Boys & Girls Club of Greater Westfield, Inc** is the physical and emotional safety of its members, staff and volunteers. **The Boys & Girls Club of Greater Westfield, Inc** maintains a zero-tolerance policy for child abuse. The **The Boys & Girls Club of Greater Westfield, Inc** implements policies and procedures for members, employees, volunteers, visitors or any victims of sexual abuse or misconduct to report any suspicion or allegation of abuse.

Any and all guests and visitors must stop at the membership desk prior to entering any program areas. All guests and visitors must sign into the visitor log. At this time a Member Services Representative will complete a visitor badge for the guest/visitor. The badge must have the **The Boys & Girls Club of Greater Westfield, Inc** Logo or it is not a valid form of identification. The visitor badge must be worn in the building the whole visit.

If at any point anyone notices someone in the building that is not staff, they should be able to identify them with the visitor badge. If they do not have a visitor badge please contact the manager or director on duty immediately. At this time the visitor/guest will be asked to report back to the membership office for proper identification.

If at any point the individual becomes combative or gives you a hard time contact the Chief Executive Officer, Chief Operating Officer, Director of Operations or Program Director and call a shelter in place and if the situation escalates a lock down will be called.

Applying Reference Checks



All applicants including employees and volunteers must submit three references as part of the hiring/pre-screening process. **The Boys & Girls Club of Greater Westfield, Inc** Staff will confirm positive reference via phone conversation or through written documentation. These documents will be filled in the employees HR file.

Any applicant with prior Boys & Girls Club experience will have their eligibility for rehire confirmed with the previous Boys & Girls Club. This includes any repetitive experiences from employment or volunteerism in which the applicant had regular and direct contact with youth.

Supervision of Staff



The Boys & Girls Club of Greater Westfield, Inc has an Officer, Director or Program Director on site at all times. The Site Officers/Directors supervises all staff. The Officer/ Directors conducts regular observations and will consult with observed staff to discuss observations.

All supervision includes safety, engagement with members, interactions with staff, and continuing guidance.

All staff have reviews on an annual basis.

Youth Workers Policy



The Boys & Girls Club of Greater Westfield, Inc is committed to providing a safe environment for youth workers. As part of that commitment, the organization implements policies, procedures and training for the protection of youth workers. “Youth worker” is used as an umbrella term to describe all minors, defined as youth under the age of 18, who work in Clubs or Youth Centers as official staff/employees, non-member youth volunteers or work-based learning participants.

MINOR EMPLOYEES:

The Boys & Girls Club of Greater Westfield, Inc may hire minor employees who are no less than 14 to 17 years of age. Minor Employees would be considered official employees of the Club; not participating in a job-readiness program through the Club. Minor employees requires compliance with all Tribal, state and federal child labor laws and require work permits. Employment is intended to meet Club staffing needs Club is the primary beneficiary. Minor employees will be compensated by the Club, meeting minimally wage requirements. Minor employees must complete all staff training and professional development required for Boys & Girls Club Member Organizations, in addition to mandatory safety training for minor employees. Compliance with all membership requirements and foundational safety policies for employees must be documented. Minor employees count as staff in staff-to-youth ratios, but must be under the direct supervision of an adult in the same program space. Minor employees count as staff in Club annual reporting, not members or “Other Youth Served.”

WORK-BASED LEARNING PARTICIPANTS:

The Boys & Girls Club of Greater Westfield, Inc may implement a Work-Based Learning program for members who are 13 to 17 years of age. Work-Based Learners participate in a job-readiness program that occurs in the Club workplace to develop employability skills, knowledge and work experience. Work-Based Learners requires compliance with all Tribal, state and federal child labor laws and require work permits. Participation is intended to build developmental and workforce readiness skills; the young person is the primary beneficiary. Participants are eligible (but not required) for participation/ attendance-based stipends and financial incentives. Work-Based Learners must complete mandatory safety training. Participation must comply with all membership requirements and foundational safety policies and all requirements must be documented. Work-Based Learners Counts as youth in staff-to youth ratios. Work-Based Learner count in registered membership and ADA. If not a member, counted as “Other Youth Served” in annual reporting. All participants should always be partnered with an adult staff member when working with youth.

NON-CLUB MEMBER TEEN VOLUNTEERS:

The Boys & Girls Club of Greater Westfield, Inc may allow non-Club member teens who are 13 to 17 years of age to volunteer at the Club. Non-Club Member Teen Volunteers are other youth who complete volunteer services in the Club on a repetitive basis, but not through the work-based learning program. Non-Club Member Teen Volunteers participation requires compliance with all Tribal, state and federal child labor laws and may require work permits. Approval of volunteer service is intended to support Club needs, the Club is the primary beneficiary. This is an unpaid position. Non-Club Member Teen Volunteers Must complete all volunteer training required for Boys & Girls Club Member Organizations, in addition to mandatory safety training for Non-Member Youth Volunteers. Non- Club Member Teen Volunteer participation requires compliance with all membership requirements and foundational safety policies for volunteers and must be documented. Non-Member Teen Volunteers do not count as youth or staff in staff-to-youth ratios. Non-Member Teen Volunteers count as a volunteer in Club annual reporting, not staff, members or “Other Youth Served” in annual reporting. Non-Member Teen Volunteers should always be partnered with an adult staff member when working with youth.

ONE TIME OR INFREQUENT NON-MEMBER TEEN VOLUNTEERS:

Non-member teen volunteers can volunteer at the Club to support one-time or infrequent (e.g., annual) events at which Club members are present without having to complete training requirements and must always be under the supervision of paid adult staff.

CHILD LABOR:

The Boys & Girls Club of Greater Westfield, Inc is committed to providing a safe environment for members, staff and volunteers. To further ensure youth worker safety, the organization follows and adheres to all child labor laws when working with all youth workers. The federal child labor provisions authorized by the Fair Labor Standards Act (FLSA) of 1938, also known as child labor laws, were enacted to ensure that when young people work, the work is safe and does not jeopardize their health, well-being or educational opportunities. When it comes to the legal aspects of managing youth workers, **The Boys & Girls Club of Greater Westfield, Inc** always follows the stricter law or regulation if more than one applies (e.g., state, federal, Tribal, local or international).

ACTIONS AND IMPLEMENTATION:

To make sure we enforce this policy, **The Boys & Girls Club of Greater Westfield, Inc** is committed to:

- Educating our staff on youth work laws and showing them how to report child labor violations if they see or suspect any.
- Requiring hiring managers and HR to avoid hiring minors under the legal age for working. We also expect them to know and follow this policy and laws on wages and hours for older children.
- Keeping and validating documentation verifying our employees' ages after they're hired. If we discover that we've hired a minor, we'll review applicable laws and adjust working hours accordingly.

PARTNERING WITH OTHER ORGANIZATIONS TO PROVIDE YOUTH EMPLOYMENT OPPORTUNITIES IN THE CLUB:

The Boys & Girls Club of Greater Westfield, Inc is committed to and encourages partnerships with local organizations to provide work-based learning experiences for youth. All youth who are working at the Club and those supervising them will also complete mandatory training prior to beginning their work assignment at the Club. Youth who are placed to work at the Club are or become current Club members and enroll in the work-based learning program. All youth who participate in the program are at minimum 13 years of age and follow all expectations and criteria of the work-based learning program. Partner organization supervisors work with the work-based learning coordinator and Club supervisors to ensure youth are meeting the goals of the program.

BACKGROUND CHECKS ON MINORS:

The Boys & Girls Club of Greater Westfield, Inc conducts criminal background checks of all employees, including minors; board volunteers and others who serve on a standing committee; and all other volunteers, including partners and minors, who have direct, repetitive contact with members per the Background Check policy. This applies to all minor employees as well as non-Club member teen volunteers. Participants of work-based learning programs who are Club or Youth Center members participating in a Club-sanctioned program; do not need to complete background checks before beginning their work-based learning experience. Because the minor does not have legal authority to enter into an agreement or give consent in his or her own capacity, it is necessary to acquire parent or legal guardian consent to authorize the background check. All background record checks are done through First Advantage using the BGCA CORI Package option.

TRAINING FOR SUPERVISORS AND COORDINATORS:

The Boys & Girls Club of Greater Westfield, Inc ensures that all supervisors and coordinators of youth workers understand their rights and responsibilities. All Club staff who supervise or coordinate the youth worker program, or

work directly in the same space as youth workers – which includes minor employees, work-based learning participants and non-member teen volunteers – shall complete Boys & Girls Clubs of America-developed training annually, after which they will:

- Understand and communicate the roles and responsibilities of minor employees, volunteers and work-based learning participants.
- Provide leadership, supervision, training and coaching to staff as relates to organizational role, responsibilities, policies and procedures for youth workers.
- Maintain current knowledge about, communicate and follow child labor laws.
- Assess the individual and collective strengths of youth workers against the knowledge, skills and information Needed to perform their duties.
- Identify and implement training for youth workers to ensure they understand and can implement their role.
- Prepare and supervise youth workers for their roles in the Club.
- Ensure systems, practices and procedures for the documentation and notification of suspected child abuse, Neglect and physical, verbal and sexual harassment in accordance with state laws and organizational policies When youth workers report incidents are in place.

TRAINING AND ONBOARDING FOR YOUTH WORKERS:

The Boys & Girls Club of Greater Westfield, Inc is committed to ensuring that youth workers understand the safety implications of working in the Club. All youth workers, including minor employees and work-based learning participants, will participate in the required number of hours of safety training each year before they work with any Club members. These trainings meet the requirements for child sexual abuse prevention, grooming prevention, and mandated reported trainings for youth workers. These trainings will be incorporated into the onboarding of youth workers. After participating in these trainings, youth workers at a minimum will:

- Know their rights and responsibilities as a youth worker at the Club.
- Understand their role as a youth worker and expectations around safety.
- Understand how to report concerns about issues perceived to affect emotional and physical safety.
- Know and implement organization-wide rules and policies that pertain to safety.
- Understand their role in supervising other youth.

PROHIBITION OF PRIVATE ONE-ON-ONE INTERACTION:

The Boys & Girls Club of Greater Westfield, Inc has put systems in place to prevent one-on-one interactions between youth members and all Club staff and volunteers. All youth workers (including minor employees, work-based learning participants and non-member teen volunteers) shall abide by the organization's policy to prohibit one-on-one contact at any time at the Club, in vehicles or by phone, text, social media or any other means.

All staff and volunteers, including minor employees and non-Club member volunteers, are strictly prohibited from meeting Club participants outside of any Club-sponsored activities, unless the Club participant is the child or sibling of a staff member or volunteer.

Teens who are 18 years old but still in high school and enrolled in the work-based learning program should be treated as teens, not adults, and treated accordingly under the prohibition of one-on-one contact policy

ADULT-TO-YOUTH INTERACTIONS:

All staff, whether they supervise youth workers or not, will understand and adhere to the organization's policy governing one-on-one interactions. Staff will remember to treat youth workers as youth in and outside the Club environment. This includes making sure that adult staff will not:

- Carpool with youth workers for any reason.
- Invite youth workers to after-work non-Club-sponsored events
- Text, use social media or participate in online gaming with teens.

- Interact with youth workers one-on-one or outside of the Club or Youth Center

PEER-TO-PEER INTERACTIONS:

Youth who are working and/or volunteering in the Club may already have relationships and interactions with other youth in the program. Accordingly, the organization realizes the importance of making clear distinctions whenever peer-to-peer interactions are involved. Youth are expected to disclose those relationships with the human resources manager or volunteer coordinator at the beginning of their service. Minor employees and non-Club member teen volunteers should not interact with youth outside of their Club peer group outside of the Club environment, unless the youth in question are siblings or a pre-existing relationship has been disclosed to the supervisor and/or coordinator before work begins. Work-based learning participants who are participants in a Club-sanctioned program are not affected by this protocol.

DISTINCTION OF YOUTH WORKERS ON DUTY:

The organization will put the following procedures in place so that all staff and other youth can easily recognize when Club members are in the role of a Club member or that of a youth worker. Youth workers must:

- Sign into the program to record their presence.
- Wear a Club shirt specific to the role of youth worker.
- Check in with their supervisor

MANDATED REPORTING:

Every staff member, volunteer and youth worker who becomes aware of or has suspicion of child abuse or neglect shall immediately report to organization leadership. In such cases, youth workers may report the incident to their supervisor or another designated Club employee, who will then report to the appropriate authorities. All adult staff and volunteers will be educated on the protocols and procedures for reporting before youth workers become involved. The organization will provide support mechanisms for youth workers to access once their report has been submitted, to help limit any traumatic effects. Youth workers will receive such support on a timely basis.

Offsite Aquatic Policy



At **The Boys & Girls Club of Greater Westfield, Inc** safety and the well-being of all members, staff and volunteers is our number one priority. **The Boys & Girls Club of Greater Westfield, Inc** has implemented the following Offsite Aquatic Policy to ensure safety at offsite swimming activities.

OFFSITE SWIMMING GUIDELINES:

All offsite swimming activities will be conducted at pre-approved, health department permitted facility with certified lifeguards on duty at all times. A minimum staff to youth ratio of 1:13 will be maintained at all times. Staff will remain in aquatic location and strategically stagger themselves in areas to supervise and support all youth at all times. All youth must have written permission from parent/guardian confirming their ability/skill level to swim before being allowed to participate in any offsite swimming activity.

FIELD TRIP RESTROOM/ LOCKER ROOM USAGE:

- To maintain privacy and safety, youth are encouraged to arrive to offsite swimming activities in their swimwear under their clothing to minimize the need for changing.
- On a field trip or when using a public restroom/locker room, youth shall never enter the restroom/locker room alone unless it is a single-stall restroom/locker room that is empty.
- Youth shall follow the “three and me” in using public restroom/locker rooms, with at least three youth and an adult walking to the restroom/locker rooms. The adult will remain outside the restroom/locker room door to provide auditory surveillance.
- Whenever possible, staff/volunteers will monitor and clear public restroom/locker rooms before use by youths to ensure that the facility is free of adults – and clear of youth not involved in the Club program – before allowing youth to use the facilities. Alternatively, staff will stand in the restroom/locker room doorway and/or hold the door at least partially open when supervising youth use of public restroom/locker rooms.