

## **Staff and Volunteer Child Abuse Prevention Code of Conduct**

The Clallam County Family YMCA adheres to strict policies regarding the prevention of child abuse and neglect in our programs. We as staff attend a three-hour training on this subject and those in licensed child care departments attend additional state-required trainings. All staff and volunteers are required to pass a background check prior to employment and state-licensed staff are required to pass an additional Department of Early Learning (DEL) background check.

YMCA staff shall not abuse children in any way including:

- Physical abuse—striking, spanking, shaking, slapping
- Verbal abuse—humiliating, degrading, threatening
- Sexual abuse—touching or speaking inappropriately
- Mental abuse—shaming, withholding kindness, being cruel
- Neglect—withholding food, water or basic care

We are state-mandated reporters. This means if our staff suspect child abuse and/or neglect are occurring in a household or witness any of the above actions, we are required to report this information to Child Protective Services.

Our staff will demonstrate positive role modeling for your child/ren by maintaining an attitude of loyalty, patience, courtesy and maturity. Furthermore, staff will act in a way that is consistent with the four core values of the YMCA—caring, honesty, respect and responsibility. Staff will provide age-appropriate activities that minimize the need for discipline. However, when behavior modification is needed, we use positive guidance methods, positive redirection and encouragement to obtain desirable outcomes.

Our goal is to ensure every child has an enjoyable experience in our programs and want to assure you that your child's best interest is in mind. If you have any questions or concerns about our staff code of conduct, please contact one of the individuals listed below.

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