

## 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: 508-760-0200

### After 5:00 PM, Weekends & Holidays Call:

Child at Risk Hotline: 800-792-5200

## OTHER COMMUNITY RESOURCES

Norfolk Advocates for Children  
508-543-0500  
[norfolkadvocatesforchildren.com](http://norfolkadvocatesforchildren.com)

Parental Stress Line  
800-632-8188  
[parentshelpingparents.org](http://parentshelpingparents.org)

Children's Trust Fund  
[mctf.org](http://mctf.org)

Darkness to Light  
[d2l.org](http://d2l.org)

Middlesex Child Advocacy Center  
[middlesexcac.org](http://middlesexcac.org)

Finding Hope for Children, Quincy Medical Center  
617-376-5427

South Shore YMCA Safe Kids Resources  
[ssymca.org/safe-kids](http://ssymca.org/safe-kids)

Emilson Branch, Hanover | Quincy Branch  
Early Learning Center, Hanover  
State Street Early Learning Center, Quincy  
South Shore Natural Science Center, Norwell  
Camp Burgess & Hayward, Sandwich  
Germantown Neighborhood Center, Quincy



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# SAFE KIDS

We're  
Committed  
to Child  
Safety!



SOUTH SHORE YMCA  
[ssymca.org](http://ssymca.org)

## 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 searches
- Social Security
- Fingerprinting of all EEC Educators

### 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 online training. Learn more at Darkness to Light, [d2l.org](http://d2l.org), visit [ssymca.org/safe-kids](http://ssymca.org/safe-kids), or contact Laureen Browning, Vice President of Youth Development at 781-826-7910 or [lbrowning@ssymca.org](mailto:lbrowning@ssymca.org).

**TALK** to your child about his or her experiences in the South Shore YMCA 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](http://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.

