

Grievance Policy

This organization encourages everyone to share concerns, and/or grievances about our programs, policies, and personnel issues. In general, the best person initially to bring concerns, and/or questions to is the a Director on Duty or next level management.

Anonymous method of reporting a grievance is also available. If you are not comfortable making the report directly, reports can be made anonymously by using the grievance qr code or link at <https://tuscymca.org/child-abuse-prevention>



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA STAFF CONTACTS

For more information or to report suggested abuse, contact any of the YMCA Leadership Team at 330-364-5511.

Meagan Shaheen, CEO

Ext. 304 meagan@tuscymca.org

Stacy Harlan, Aquatic Director

Ext. 314 stacy@tuscymca.org

Jeff Bray, Youth and Family Director

Ext. 310 jeff@tuscymca.org

Kathleen Johnson, Associate Executive Director

Ext. 317 kathleen@tuscymca.org

Ryan Hursey, Health & Wellness Director

Ext. 320 ryan@tuscymca.org



Tuscarawas County YMCA Child Abuse Prevention Plan Parental Handout

The Tuscarawas County YMCA is committed to providing the safest possible environment for children who are involved in YMCA programs, activities, and open recreation. This is a collection of policies that have been initiated for staff, volunteers, and participants to help ensure the highest level of child safety. Parental supervision is still the best means of proactive supervision and parents are encouraged to be present whenever possible and support their children while participating in programs, activities, games, meets, or events.

CHILD WATCH POLICY

- During YMCA programs, staff members and volunteers should never be alone with a single child, out-of-sight or unobserved by other staff.
- When counseling children, an observer (staff or volunteer) should join with the counseling employee or volunteer. If this is not possible, keep the counseling session (conversation) in the open where it can be viewed by others.
- Staff and volunteers are to refrain from the use of offensive language, innuendoes, physical contact, or behavior, including sexual harassment or intimidation, to members, fellow employees, volunteers, or other participants in YMCA programs or activities.
- Some acceptable Forms of Nonverbal Communication while working with children under appropriate conditions include:

Hand to Shoulder Contact	Smiles
“High Five’s”	Thumbs up
Side by Side Hugs	Rustling of Hair
Eye Contact	Pats on the Head
Hand Shakes	Fist bumps

OUTSIDE CONTACT POLICY

1. Staff are prohibited from taking a child home after a YMCA program or event.
2. Staff may not be alone with children they meet in YMCA programs outside of the YMCA. This includes babysitting, sleepovers, and inviting children to their home unless one the following conditions exists:
 - a. The staff or volunteer and the child’s family or guardians have a relationship that predates their employment or volunteer position at the YMCA.

- b. The staff or volunteer and the child’s parents or guardians have a relationship that predates the child’s enrollment in a YMCA program.
- c. The staff or volunteer and the child or child’s family or guardians are related.

ELECTRONIC COMMUNICATION POLICY

1. No staff or volunteer shall post pictures of YMCA members or participants, especially children, on any social media site.
2. Staff and volunteers will not interact with children under the age of 18, whom they have become acquainted with through YMCA programs and activities, through, but not limited to, online services such as Facebook, Linked-in, Twitter, or other social media platforms.
3. Anyone observing inappropriate behavior, conduct, or abuse as noted above, or which they believe to be inappropriate, should report it to a member of the YMCA Program Leadership Team.

INFORMATION OF CHILD ABUSE

There are four types of child abuse.

1. **Physical:** An injury or pattern of injuries that happen to a child and are not accidental. These injuries may include beatings, bruises, bites, welts, strangulation, broken bones, or death.
2. **Neglect:** Neglect occurs when adults responsible for the wellbeing of a child fail to provide for the child. Neglect may include not giving food, clothing, shelter, failure to keep children clean, lack of supervision, and withholding medical care.
3. **Emotional:** Any chronic and persistent act by an adult that endangers the mental health or emotional development of a child including rejection, ignoring, terrorizing, corrupting, constant criticism, mean remarks, insults, and giving little or no love, guidance, and support.
4. **Sexual:** Sexual abuse is the sexual assault or sexual exploitation of children. Sexual abuse may consist of numerous acts over a long period of time 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.