

CHILD PROTECTION POLICY

Date of Implementation: December 1, 2015

The following policy ensures that all children Establishing clear practice expectations regarding adult and child interactions facilitates a personal feeling of safety for both the child and the adult and reduces the risk of inappropriate interactions or the perception of inappropriateness between adults and children. The following practices should be followed in all situations with sufficient quality assurance procedures necessary to maintain organization wide fidelity to the practices. At a minimum:

- All adults working with children through an organization:
- must submit and pass a WA State Patrol background prior to being alone with a child. Annual background checks will be done on all current staff.
- must review the state Child Protection Mandatory Reporter video at hire and every three years thereafter.
- must receive 3 hours training from a recognized and proven child abuse prevention skills course within three months of hire. All adults should be oriented to the organization's practice expectations related to adult child interactions which should include the following:

- Incidents of any adult or youth being alone with a child must be avoided, if at all possible. If circumstance of a child and adult being together alone cannot be avoided:
- another staff is made aware that this is occurring.
- the door is left ajar or the activity takes place in a public setting.
- if possible, an adult is assigned to do periodic or random drop ins during the time an adult is alone with a child.
- the time an adult begins meeting alone with a child and ends that meeting is determined by a third party to be appropriate for the activity.
- the third party knows the scope of the activities and the length of time that is expected for the adult and child interaction. Children being served or participating in activities should be informed in a developmentally appropriate manner of these practices and told to tell a trusted adult if they see that the procedures are not being followed. Adults who see or hear about anomalies should immediately report their concerns to their supervisor. They should also make a report to local law enforcement via 911 and child protective services, in accordance with mandatory reporting guidelines.