

YOUNG PERSON'S VERSION: Safeguarding Children and Young People at the YMCA

We at the YMCA believe that young people who participate in our programs should:

- Feel comfortable
- Feel and be safe
- Have a right to contact your parents or others if you feel unsafe, uncomfortable or distressed at any time during a program
- Be provided with activities that are suitable for your age and development, that are taken by appropriately qualified staff
- Have the right to be provided with clear directions and given an opportunity to redirect your behaviour in a positive manner, should you have broken program rules and/or misbehaved
- NOT be subject to disciplinary action involving physical punishment, or any form of treatment that could reasonably be considered to be degrading, cruel, frightening or humiliating
- Have a right to provide input, suggestions and feedback about a program you have participated in

The responsibility of staff at the YMCA

Our staff and volunteers have a code of conduct that they must follow. This aims to make sure that you are protected from harm and that our programs are enjoyable and worthwhile for all participants. The staff code of conduct includes the following:

- It is the job of our staff to do their best to make sure that you are protected from harm
- It is the job of our staff to effectively supervise program participants at all times
- Parent/guardian permission must be given in writing before we can:
 - Take you on an excursion
 - Arrange overnight stays or camps
 - Provide transport to another location
- We must make sure that suitable staff to young people ratios are maintained at times
- Staff are never to be alone with a young person where they cannot be observed by other YMCA staff members, volunteers, or other adults
- Staff are not allowed to exceed their YMCA role. This means that they cannot be employed for babysitting, tutoring or visiting you at your home, unless there is a direct family relationship. Staff are not allowed to friend you on any personal social media sites e.g. FACEBOOK or TEXT you. They are not allowed to communicate with you in any way beyond the scope of the program you are participating in
- Staff must use guidance strategies that are fair, respectful and appropriate to your age and background
- Staff are required to report and respond to any incidents of abuse or neglect towards children or young people who participate in our services

Responsibilities of Young People at the YMCA

When you participate in a YMCA program, you also have some responsibilities. These include:

- Let a staff person or parent know if you are unhappy with the way you are being treated or you don't feel safe
- Treat other participants and adults with respect
- Follow the rules of the program you are participating in
- You are certainly free to choose your own friends. However don't stop other young people from enjoying and participating in a program
- Listen to others and respect their opinions