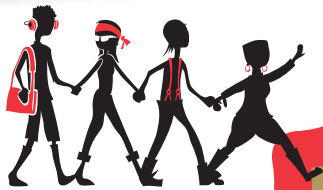




Safeguarding Young People Over 12 at the Y



The rights of young people at the YMCA

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

- Feel comfortable
- Be safe
- Feel safe
- Have a right to contact your parents or others if you feel unsafe, uncomfortable or distressed at any time during a program
- That programs we provide for you are to be suitable for your age and development, and taken by appropriately qualified staff
- Be provided with clear directions and given an opportunity to redirect your behaviour in a positive manner if staff believe that 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 degrading, cruel, frightening or humiliating
- Contribute suggestions and feedback on a program in which you have participated

The responsibility of staff at the YMCA:

Our people have a Safeguarding Children and Young People Policy and 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 Safeguarding Children and Young People Code of Conduct include the following:

- YMCA people do their best to make sure that you are protected from harm
- YMCA people will wear a uniform and/or will have a YMCA name badge when on duty
- YMCA people will supervise program participants effectively
- 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
 - ▶ Take photos or video
- YMCA must make sure that employee to young people ratios are maintained. (Please check with us if you are unsure what is meant by ratios).
- YMCA people will not be alone with a young person where they cannot be observed by other YMCA employees, volunteers, adults or children
- YMCA people are not allowed to exceed their YMCA position. This means that they cannot be employed for babysitting or visit you at your home
- YMCA people are not allowed to contact you on any social media for example: FACEBOOK, text messages, INSTAGRAM, YouTube or Snapchat etc. They are not allowed to communicate with you in any way beyond your attendance at your YMCA program
- YMCA people must use guidance strategies that are fair, respectful and appropriate to your age and background
- YMCA people 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:

- Letting a staff person or parent know if you are unhappy with the way you are being treated or you don't feel safe
- Treating other participants and adults with respect
- Following the rules of the program you are participating in
- Remembers there are others in the program. 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

