



YMCA of Metro North

Creating a Child Safe Environment

CHILD SAFE RESOURCES

For reporting suspected child abuse or neglect in Massachusetts, call the Department of Children and Family Services:

- Lynn, Peabody: 781-477-1600
- Melrose, Stoneham, Saugus: 781-388-7100

OTHER COMMUNITY RESOURCES

- **Child-At-Risk Hotline:**
1-800-792-5200
- **Parental Stressline:** A 24-hour hotline for support & guidance in Massachusetts.
1-800-632-8188
- **Childhelp's National Child Abuse Hotline:**
1-800-4-A Child (1-800-422-4453)
- **New Hope:** A 24-hour domestic violence and sexual assault hotline.
1-800-323-4673

What you can do about abuse

- **TALK** regularly to your child about his or her experiences in 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.
- Learn to recognize and **WATCH** for warning signs of abuse.
- **LISTEN & WATCH** for signs of your child receiving special attention that other children or teens are not receiving.
- Periodically **ASK** you children these questions:
 - Is anyone scaring or threatening you?
 - Is anyone asking you to keep secrets?
 - Has anyone said anything to make you feel bad?
 - Is anyone touching you in a way you do not like?
- **EDUCATE** your child about self-protection, including information about strangers and good and bad touches.
- **LEARN** to control the stress level of yourself and family members. Communicate with your child and really listen to their concerns.
- **RECOGNIZE** the fact that most abuse happens by people that children know and trust.
- **BECOME AWARE** of your community resources.
- **KNOW** where your children are and who their friends are.
- **TEACH** your child it's not okay to keep secrets from you; that they can always tell you the truth

MELROSE FAMILY YMCA

497 Main St
Melrose, MA 02176
781-665-4360

SAUGUS FAMILY YMCA

298 Main St
Saugus, MA 01906
781-233-9622

TORIGIAN FAMILY YMCA

259 Lynnfield St
Peabody, MA 01960
978-977-9622

LYNN YMCA

20 Neptune Blvd
Lynn, MA 01902
781-581-3105

MELROSE FAMILY YMCA CHILD CARE CENTER

106 Main St
Melrose, MA 02176
781-665-8522

STONEHAM YMCA CHILD CARE & PROGRAM CENTER

39 Pleasant St
Stoneham, MA 0280
781-279-2002



YMCA of Metro North

Creating a Child Safe Environment

The YMCA of Metro North serves over 25,000 members. We provide Early Education Care in our Early Learning Programs for infants, toddlers, and preschoolers and our Out-of-School Time Programs at 5 branch locations throughout our community service area which includes Melrose, Saugus, Stoneham, Peabody and Lynn.

We are proud and respectful of the trust parents place in our YMCA. A safe environment for children combined with quality programming is an important 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 grow and thrive.

WE WANT ALL CHILDREN TO BE SAFE. UNFORTUNATELY CHILD ABUSE DOES EXIST, TAKING ON MANY FORMS.

Emotional: Threatening a child or using words that can hurt a child's feelings and self-esteem, withholding love and support from a child.

Physical: Causing injuries to a child on purpose, such as bruises, burns, scars, broken bones, etc.

Sexual: Having sexual contact in any form with a child, including exposing, fondling, intercourse, pornography, or internet solicitation.

Neglect: Not providing children with enough food, clothing, shelter, medical care, hygiene, supervision, etc.

9 WARNING SIGNS OF CHILD ABUSE

- Unkempt or malnourished appearance
- Unexplained bruises, welts, or burns
- Disturbed sleeping or eating patterns
- Abrupt changes in behavior, anxiety, clinging, aggressiveness, or withdrawal
- Sexually transmitted diseases and infections
- Discomfort with physical contact
- Fear of a certain person or place
- Abuse of other children

Employees who are trained in abuse prevention are more likely to understand their role as protector, to recognize the signs that abuse is occurring, and to report suspicious or inappropriate behaviors. Trained staff members are also less likely to place themselves in situations where they could be falsely accused.

We take the following steps to keep children in our programs safe:

- Detailed employment application forms.
- Comprehensive reference checks that include standardized questions that assess risk for abuse.
- Criminal Offender Record Information (CORI) check & Sexual Offender Registry Information (SORI) check.
- Statement of compliance with the YMCA of Metro North's Code of Conduct and Abuse Prevention Policies. Please read our staff Code of Conduct. If someone is non-compliant, let us know immediately.
- All staff complete an extensive Child Abuse Prevention Training Program.
- Supervisors complete additional training to further promote a child safe environment.
- Staff and volunteers are mandated to report any suspected child abuse.
- Staff are prohibited from working 1-on-1 with or contacting youth outside of the Y (including babysitting and social networking).
- Policies exist to ensure staff & volunteers are not alone with a child. All interaction between a staff and child must be observable and interruptible.

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

Parental Stress Line
800-632-8188
parentshelpingparents.org

Children's Trust Fund
mctf.org

Darkness to Light
d2l.org

Middlesex Child Advocacy Center
middlesexcac.org

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

South Shore YMCA Safe Kids Resources
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

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, visit ssymca.org/safe-kids, or contact Laureen Browning, Vice President of Youth Development at 781-826-7910 or 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. 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.

