



Child Protection Policy

Groove With Me seeks to provide a safe and secure environment for the children who participate in our programs and activities. By implementing the below practices, our goal is to protect the children of Groove With Me.

Selection of Workers

All persons who desire to work with the children participating in our programs and activities will be screened. This screening includes the following.

1. Written Application. The application will inquire into previous experience with children, affiliation, reference, and employment information.
2. Personal Interview
3. Reference Checks
4. Criminal Background Check

Training

Training will be conducted at least yearly on how to work with children and what protection is required.

Accidental Injuries to Children

In the event that a child or youth is injured while under our care, the following steps should be followed:

1. For minor injuries, scrapes, and bruises, workers will provide First Aid (Band-Aids, etc.) as appropriate and will notify the child's parent or guardian of the injury at the time the child is picked up from our care.
2. For injuries requiring medical treatment beyond simple First Aid, the parent and/or guardian will immediately be notified.
3. An incident report is filled out for any incident requiring more than simple First Aid.

Inappropriate Conduct

1. GWM has the right and obligation to investigate all questionable activity relating to all staff and volunteers working with children. All suspicions of abuse are to be communicated to the Program Director.
2. Acceptable forms of physical contact include handshakes, pats on the back, and placing an arm around a shoulder.
3. Any contact (physical or emotional) of a sexual nature with GWM participants is strictly prohibited. Suspected victimization will be investigated and the accused employee/teacher will be put on immediate leave pending GWM's investigation of the allegations.

4. Contact with GWM participants outside of dance classes and performances or other scheduled activities is prohibited, unless the employee receives permission from the Program Director PRIOR TO the outside activity.