



COMMITMENT
TO SAFETY

The Safety and Wellbeing of Young People is Our Number One Priority

We work every day to create a safe, fun environment so kids can have the opportunity to be successful in life. We have zero tolerance for inappropriate behavior of any kind, including child sexual abuse or misconduct, and we provide significant resources to ensure this priority is achieved.

CULTURE OF SAFETY: The North Penn Valley Boys & Girls Club continually updates robust safety policies, programs, and training for our staff and volunteers. These policies are designed to promote child safety and protect young people from threats that are present in our society.

SAFETY POLICIES: The North Penn Valley Boys & Girls Club strives to have best-in-class safety policies in place that protect youth, including, but not limited to, supervision, transportation, communication, and prohibition of private one-on-one contact. Parents are required to sign off on each club's locally-developed safety policies at the time of registration.

CRIMINAL BACKGROUND CHECKS: All local Club employees and board members undergo a comprehensive criminal background check upon hire and annually. All volunteers who have direct, repetitive contact with children also receive an annual background check. The requirement also applies to staff and volunteers from other organizations who may work in local Clubs as part of a partnership or collaboration. The Club also utilizes the National Sex Offender Registry to screen all employees and volunteers.

REQUIRED IMMEDIATE REPORTING: The North Penn Valley Boys & Girls Club staff and volunteers are mandated reporters. We are required to immediately report critical safety incidents regardless of severity to local authorities. Within 24 hours, the Club is also required to report to Boys & Girls Club of America.

24 HOUR TOLL-FREE CHILD SAFETY HELPLINE: Through our partnership with [Praesidium](#), one of the nation's leading safety experts, Boys & Girls Clubs of America provides a confidential, toll-free Child Safety Helpline to all current or previous Club staff, members or families to report any incident or situation in which they feel unsafe. To access the Child Safety Helpline, call [866-607-SAFE \(7233\)](tel:866-607-SAFE) or email SafeClub@Praesidiuminc.com.

MANDATORY ANNUAL SAFETY ASSESSMENTS: The North Penn Valley Boys & Girls Club completes a safety assessment each year. Assessments are reviewed and annual safety plans are developed in order to provide the safest Clubs possible.

TRAINING: All staff and volunteers are trained annually on comprehensive safety policies. Additionally, all Club employees have access to a variety of innovative safety trainings from Boys & Girls Club of America and through partner organizations. We also participate in variety of child safety trainings online and with outside educators. The Club also engages leading third-party safety experts to provide guidance for our policies and approaches, including Praesidium, the National Center for Missing & Exploited Children, and the National Children's Advocacy Center.



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SAFETY COMMITTEE: The North Penn Valley Boys & Girls Club has a dedicated board-led safety committee to provide input and guidance on local policies and safety strategies.

MANDATORY EMPLOYEE REFERENCE: Any current or former employee or volunteer interested in moving to another Boys & Girls Club is required to have a reference from the previous Club, even if the Clubs are within the same community, prior to employment or volunteering.

STATE AND LOCAL LAWS: We comply with all federal, state, and local safety laws, including those impacting facilities and vehicles.

SAFETY PARTNERSHIPS: Boys & Girls Clubs of America works with leading experts in the areas of safety, security, and technology to develop state-of-the-art solutions.

- BGCA's National Child Safety Advisory Task Force, a group of national multidisciplinary experts in various aspects of child safety and protection that meet quarterly to review and advise on national safety trends and BGCA's safety strategies;
- Blue Ribbon Taskforce, comprised of local Club leaders charged with providing input on the safety direction and key safety initiatives;
- Mental Health First Aid, a national program that teaches skills to recognize and respond to signs of mental illness and substance abuse; and
- Crisis Text Line, a confidential text message service for youth in times of crisis.