



STIX Diabetes Programs Child Abuse Prevention Policies and Reporting Procedures

During the volunteer selection and training process, STIX Diabetes Programs will make every effort to provide volunteers with education and policies that prevent and protect both campers and volunteers from abuse and neglect. STIX Diabetes Programs will also provide detailed procedures for reporting suspected or witnessed abuse.

The following must be understood and agreed to by all volunteers. Violations of this code may result in dismissal.

- 1) As a rule, campers requiring adult supervision shall not be left alone with a single adult. Adding an additional camper or adult will help avoid the risk of injury or abuse, and also the potential appearance of impropriety.

- 2) Volunteers/staff will not abuse or neglect campers or other volunteers/staff in any way including:
 - a) Physical abuse: hit, punch, bite, spank, shake, slap or use any other form of physical harm
 - b) Emotional abuse (including Verbal, Mental and Psychological abuse): humiliation, shaming, threatening, hazing, being cruel, withholding kindness, use of profanity, discussing adult subject matter in presence of campers and minors
 - c) Sexual abuse: touching inappropriately (ex: patting the buttocks, intimate/romantic/sexual contact), speaking inappropriately (ex: sexually provocative comments and jokes) and non-contact sexual acts (ex: exposure to or involving others in any pornographic activity)

- d) Neglect: withholding basic physical needs such as food, medication and medical care, shelter, clothing and hygiene
- 3) Volunteers/staff will immediately report any suspicions or observations of abuse or neglect (committed by a STIX volunteer or staff, parent, guardian, or other individual) to appropriate STIX Diabetes Programs Leadership

Child Abuse Reporting Policies and Procedures

- i) All volunteers/staff will receive training in recognizing, preventing and reporting child abuse and neglect.
- ii) All volunteers/staff are mandated by Washington state law to report suspected and observed child abuse and neglect. In the event of an accusation, the volunteer/staff and STIX Diabetes Programs Leadership will take prompt and immediate action as follows
- iii) If a volunteer/staff witnesses abuse of a child by anyone, they may need to immediately intervene for the safety of the camper or minor before reporting the incident.
- iv) The volunteer/staff will then report the incident to their team lead and appropriate STIX Diabetes Programs Leadership, who will assess the suspected or observed abuse and need for documenting and reporting to Child Protective Services (CPS).
- v) STIX Diabetes Programs Leadership will assist volunteers/staff in filing reports with CPS within 36 hours of the incident and in accordance with Washington state reporting requirements, and will cooperate to the extent of the law with any legal authority involved. See Mandatory Reporting Requirements for Children in Washington attached to these instructions.
- vi) Mandated reporting is required if you have reason to believe the camper or minor's family, or other person outside of camp, is involved in the abuse or has failed to protect the camper or minor from abuse or neglect. Once a report has been filed CPS is responsible to notify and follow up with the family.
- vii) In the event of a reported incident involving a STIX Diabetes Programs volunteer or staff member, that person may be required to immediately leave camp, depending on the severity of the accusation. Depending on the result of a confidential investigation, the accused may receive a verbal redirect, a behavior contract put in place, or, if an incident has been proven

to have occurred, the accused person will no longer be allowed to participate in any STIX camps currently or in the future.

- viii) If the allegation of abuse or neglect involves a STIX Diabetes Programs volunteer or staff member, the Executive Director will be notified immediately and will inform the Executive Team of the Board of Directors. The Executive Director will call an emergency meeting involving any necessary parties to address the issue.
- ix) The incident report and related documentation must be kept confidential and only shared with individuals directly involved in incident and reporting. Members of the victim's medical care team may be notified.

As a volunteer or employee of STIX Diabetes Programs, failure to comply with the above expectations may result in dismissal from our programming.

Please sign below acknowledging you have received and agree to the above expectations. Thank you for always behaving in a way that is respectful and which brings honor to STIX Diabetes Programs!

Signature

Date

Printed Name

If you have any questions, please contact our Executive Director, Tonya Kobluk, at (509) 484-1366 or stix@stixdiabetes.org