commitment to youth & child safety

The Greater Philadelphia YMCA serves over 220,000 members. Half of those are under the age of 18. We are the largest provider of Child Care in Pennsylvania. We provide pre-school and school age childcare at our branches and off site locations.

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 a 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.

child safe resources
For reporting suspected child abuse or neglect in Pennsylvania, call:
Department of Human Services
1-800-932-0313

For reporting suspected child abuse or neglect in New Jersey, call:
Department of Children and Families
1-877-652-2873

other community resources

24-Hour Stress Hotline
PA  855-427-2736  |  NJ  800-328-3838

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.
1-800-799-7233

The Children’s Advocacy Center
PA  800-932-0313  |  NJ  609-265-5889

WE ARE A KNOW. SEE. RESPOND. ORGANIZATION

 philaymca.org

Greater Philadelphia YMCA
We take the following steps to keep children in our program safe:

- Policies exist to ensure staff & volunteers are not alone with a child. All interaction between a staff and child must be observable and interruptible.
- Staff are prohibited from working 1-on-1 with or contacting youth outside of the Y (including babysitting and social networking).
- Staff and volunteers are mandated to report any suspected child abuse.
- All staff complete an extensive Child Abuse Prevention Training Program. Supervisors complete additional training to further promote a child safe environment.
- Prevention Policies. Please read our staff Code of Conduct. If someone is non-compliant, let us know immediately.
- Statement of compliance with the Greater Philadelphia YMCA Code of Conduct and Abuse Prevention Policies. Please read our staff Code of Conduct. If someone is non-compliant, let us know immediately.
- Criminal background, sex offender and FBI background checks are conducted.
- Comprehensive reference checks that include standardized questions that assess risk for abuse.
- Detailed employment application forms.
- We review/audit periodically.

Not only does the Y focus on the safety of your children in our care, we want to provide you with the information to protect your child everywhere.

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 review/audit periodically.

If you have any questions or would like to discuss anything about child protection and safety, contact:

**Jim Cavanaugh**
Sr. Director Safety & Risk Management
james.cavanaugh@philaymca.org

**what can you 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 program
- **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** your child these questions
- **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 children it’s not okay to keep secrets from you; that they can always tell you the truth.

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**information about abuse**

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.

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**8 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 & infections
- Discomfort with physical contact
- Fear of a certain person or place
- Fearfulness or depression

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**SEE**