

YOUTH CONSULTATION SERVICE



YCS CHILD SAFE ENVIRONMENT POLICY AND CODE OF CONDUCT

POLICY

Youth Consultation Service, Inc. (“YCS”) is committed to the safety and well-being of all children and youth accessing our services. We have taken steps to educate our staff about the risks related to child sexual abuse, instituted policies and practices designed to protect children from the risk of child sexual abuse and trained our staff, interns and volunteers about proper reporting requirements.

Defined: Child Sexual Abuse involves any sexual activity with a child where consent is not or can not be given. This includes sexual contact that is accomplished by force or threat of force, regardless of the age of the participants, and all sexual contact between an adult and a child, regardless of whether there is deception or the child understands the sexual nature of the activity. Sexual contact between an older and a younger child also can be abusive if there is a significant disparity in age, development, or size, rendering the younger child incapable of giving informed consent. The sexually abusive act may include sexual penetration, sexual touching, or non-contact sexual acts such as exposure to voyeurism.

CODE OF CONDUCT

YCS has standards of conduct and care when dealing with and interacting with children. The following is YCS’s Code of Conduct setting forth our efforts to prevent child sexual abuse.

1. It is the responsibility of adults and children to treat one another with dignity, respect, sensitivity and fairness.
2. It is up to all those associated with YCS to raise any concerns about the behaviors of employees, interns, volunteers, children and others that may be harmful to children, regardless of their position.
3. Parents/caregivers should raise any concerns about behavior of employees, volunteers, children and others that may be harmful to children. Any parents/caregivers concerns will be considered and supported by YCS.
4. All YCS staff will maintain professional boundaries and ethical behavior.
5. YCS staff will keep information confidential, but will disclose confidential information in the event a child tells staff that someone is hurting them, they are hurting someone else, or they are hurting themselves.
6. Clients have the right to toilet and bath themselves in private, unless otherwise indicated in the client’s treatment/service plan.
7. Examples of acceptable physical contact:
 - a. Sitting next to each other
 - b. Handshakes
 - c. High fives
 - d. Fist bumps
8. Examples of unacceptable behavior:
 - a. Unwarranted, unwanted and/or inappropriate touching of a child.
 - b. Bullying or harassment of a child.

- c. Inappropriate contact or relationships between staff/interns/volunteers and children within YCS.
- d. Favoritism and special relationships.
- e. Some situations where adults are alone with children.
- f. Unacceptable physical contact such as kissing and tickling.

This code of conduct lists examples of acceptable and unacceptable behaviors for everyone. Everyone would include, but is not limited to, existing employees, volunteers, interns, persons seeking employment or volunteer work at YCS, independent contractors, vendors, and consultants.

I have read the Child Safe Environment Policy and the Code of Conduct. I agree to adhere to this Policy and abide by the Code of Conduct. I confirm my obligation to apply this code to my work conduct within YCS.

Print Name

Sign Name

Date