

## Safeguarding Children and Young People Policies: for Young People

### The rights of young people at INEA YMCA

We at INEA YMCA believe that young people who participate in our programs should:

- Feel comfortable
- Be safe
- Feel safe
- You have a right to contact your parents or others if you feel unsafe, uncomfortable or distressed at any time during a program
- Programs that we provide for you are to be suitable for your age and development, and taken by appropriately qualified staff
- If staff believe that you have broken program rules and/or misbehaved, you have the right to be provided with clear directions and given an opportunity to redirect your behaviour in a positive manner
- You have a right NOT be subject to disciplinary action involving physical punishment, or any form of treatment that could reasonably be considered to be degrading, cruel, frightening or humiliating
- You have a right to provide input, suggestions and feedback about a program you have participated in

### The responsibility of staff at INEA YMCA

Our staff and volunteers have a code of conduct that they must follow. This aims to make sure that you are protected from harm and that our programs are enjoyable and worthwhile for all participants. The staff code of conduct includes the following:

- It is the responsibility of our staff to do their best to make sure that you are protected from harm
- Staff will wear a uniform and/or will have a INEA YMCA nametag or badge when on duty
- It is the job of our staff to effectively supervise program participants at all times
- Parent/guardian permission must be given in writing before we can:
  - Take you on an excursion
  - Arrange overnight stays or camps
  - provide transport to another location
- We must make sure that staff to young people ratios are maintained. (Please check with us if you are not sure what these are).
- Staff are never to be alone with a young person where they cannot be observed by other INEA YMCA staff members, volunteers or adults
- Staff are not allowed to exceed their INEA YMCA role. This means that they cannot be employed for babysitting or visit you at your home. They are not allowed to engage with you on social media. They are not allowed to communicate with you in any way beyond the scope of the program you are participating in.
- Staff must be fair, respectful and appropriate to your age and background

- Staff are required to report and respond to any incidents of abuse or neglect towards children or young people who participate in our services

## Responsibilities of Young People at INEA YMCA

When you participate in a INEA YMCA program, you also have some responsibilities. These include:

- Let a staff person or parent know if you are unhappy with the way you are being treated or you don't feel safe
- Treat other participants and adults with respect
- Follow the rules of the program you are participating in.
- You are certainly free to choose your own friends. However don't stop other young people from enjoying and participating in a program
- Listen to others and respect their opinions