

Keeping Young People Safe at the YMCA



The rights of young people at YMCA INEA

We at YMCA INEA believe that young people who participate in our activities, events or programs should:

- Feel comfortable;
- Be cared for;
- Be safe and feel safe;
- Have a right to contact your parents or others if you feel unsafe, uncomfortable or distressed at any time during an activity, event or program;
- Activities, events or programs that we provide for you are to be suitable for your age and development, and taken by appropriately qualified staff;
- Be supportive to help you make good choices;
- Be provided with clear directions and given an opportunity to redirect your behaviour in a positive manner if staff believe that you have broken program rules and/or misbehaved;
- NOT be subject to disciplinary action involving physical punishment, or any form of treatment that could reasonably be considered degrading, cruel, frightening or humiliating;
- Contribute suggestions and feedback on an activity, event or program in which you have participated;
- Always be listened to, and believe that what you feel is real; and
- Give you access to safe places, safe spaces and act to help you.

INEA YMCA welcomes all young people into our programs, regardless of your cultural background, languages you speak or if you have a disability.

The responsibility of staff

YMCA INEA staff have a Code of Conduct that they must follow. This aims to make sure that you are protected from harm and that our activities, events and programs are enjoyable and worthwhile for all participants. The Staff Code of Conduct includes the following:

- Staff do their best to make sure that you are protected from harm;
- Staff will wear a uniform and/or will have an appropriate name tag when on duty;
- Staff will supervise program participants effectively;
- Parent/guardian permission must be given in writing before we can take you on an excursion;
- Staff will not take photos of you without you and your parents permission
- We must make sure that staff to young people ratios are maintained. (Please check with us if you are unsure what is meant by ratios);
- Staff will not be alone with a young person where they cannot be observed by other staff or adults;
- Staff are not allowed to exceed their position description details. This means that they cannot be employed for babysitting or visit you at your home. They are not allowed to connect with you through social media, online game rooms, email or text.
- Staff must use guidance strategies that are fair, respectful and appropriate to your age and background; and
- Staff are required to report and respond to any incidents of abuse or neglect towards children or young people who participate in our activities, events or programs.

The responsibility of young people

When you participate in our programs you also have some responsibilities. These include:

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

