

GREAT

Youth Safety Policy

Revised August 2019

It is the policy of the GREAT to ensure all youth are safeguarded from physical, sexual and emotional harm while taking part. GREAT requires that all staff, instructor, volunteer, production staff and other paid or voluntary helpers working with young people follow the following policy set out below.

GREAT Theatre is committed to valuing each young person, irrespective of sex, race/ethnicity, sexual orientation, gender identity or expression, abilities, or background. We are a safe space for all.

CHILD SAFETY CONDUCT

As an adult working with young people as part of a GREAT activity, **you should** :

- Treat all children and young people with respect
- Provide a good example of acceptable behavior
- Ensure there are always two adults (at minimum) present, and ensure that other adults are within sight or hearing wherever possible
- Respect everyone's right to personal privacy
- Show understanding when dealing with sensitive issues that arise from themes as part of GREAT productions or in character interpretations and recognize that caution is required when discussing such issues
- Be aware that even caring physical contact with a child or young person may be misinterpreted (never initiate a hug but accept an "A" frame hug)
- Create a positive atmosphere for young performers to improve their craft and build self-esteem
- "CC" either a parent or another GREAT employee in all email or text communication with a minor

Photography:

Permission will be sought from parents for the use of photographic/video material featuring children for promotional and archival or other purposes. GREAT will handle, store and dispose of sensitive information with care. **No photography of any kind will be allowed in dressing rooms, Costume Shop or other changing areas.**

Costumes:

Young performers and their families will be advised of the clothing and footwear appropriate to the costume design of the show. They should be advised of undergarments that will make them comfortable when changing backstage or in the dressing rooms.

You should not:

- Permit abusive behavior such as bullying, taunting, racist behavior
- Have inappropriate physical or verbal contact with children or young people
- Jump to conclusions about others without checking facts
- Show favoritism to any individual
- Make suggestive remarks or actions, even in jest
- Deliberately place yourself or others in a potentially compromising situation
- Communicate via social media with minors

All GREAT Staff working with young performers must have a background check form on file and receive training in child safety.

Mandated Reporting

A mandated reporter must call immediately, but no later than 24 hours after they suspect that maltreatment may have occurred. The mandated reporter must follow up with a written report within 72 hours.

A report can be made to your local county social service agency or to law enforcement. If it is an emergency, call the police at 911. Here is more information and the follow up form for Stearns County:

<https://co.stearns.mn.us/AdultsFamilies/ChildProtectionServices/HowtoMakeaReport>

Procedure for Reporting Accident or Injury

If any young person has an accident or injury that requires more than a band-aid or ice pack, it should be discussed with your supervisor by filling out an accident report. Please update your supervisor anytime you contact a parent about an accident or injury as the supervisor is available to help and or provide follow up with the family if needed.