

<https://www.csair.org/safeguardingourchildren/>

Safeguarding Our Children

Executive Summary; Child Protection Policy

CSAIR Child Protection Committee

CSAIR aims to provide children with a positive and enriching educational, spiritual, social and cultural environment that promotes their intellectual, moral and emotional growth. We are deeply committed to safeguarding the young people in our community such that they feel and are safe at all times. To that end, we strive for the highest standards with respect to protecting the children in our community from abuse. With that goal in mind, we have created Safeguarding Our Children, A Child Protection Statement.

Appropriate - There are three key principles to recall whenever one touches a child:

1. Parental consent.
 2. Child consent.
 3. Ensuring that at least one additional adult is present.
- Body areas that are ok to touch include a child's shoulder, upper back, arms, hands, handshakes, fist bumps, high fives, side hugs. Additionally a distressed child may be comforted by picking him/her up or providing a hug.
 - *Always ask twice (of parent and child) and make sure you are not alone!*

Inappropriate Touch - Includes touch that:

- occurs with body parts that would normally be covered by a bathing suit,
- is intended to cause pain or distress to the student or child, including physical punishment,
- is overly physical and may include roughhousing, tickling, wrestling or carrying children,
- includes lap sitting unless it is a parent/guardian/family member, or an individual that the parent has so given permission,
- is initiated against the wishes of the student or child, and/or
- is private, in a one on one setting, or otherwise out of sight of other adults.

Interactions with Youth - Must take place in spaces that are both *observable and interruptible*. This includes but is not limited to:

- classrooms and/or spaces with observable windows.
- rooms with unlocked doors.
- Locations reported as being used for instructional purposes (i.e. taking place at a time and in a space known and designated for instructional use).

Language and communication - All CSAIR Community Members, including teachers, tutors, peers, staff members or volunteers, must refrain from making any sexually suggestive comments, jokes, innuendos, behavior, or using inappropriate language with a child or in the presence of a child.

- Communications with children should include language that is encouraging, respectful and confidence-boosting.

- Adults may not use language that teases, belittles or shames a child.
- Adults should never ask a child to keep a secret.
- Inappropriate language/conversation may include, but is not limited to:
 - Cursing.
 - Using lewd or sexually suggestive language.
 - Comments about the way a child looks, is dressed, or about his/her body.
 - Questions about a child's sexuality.
 - Information about an adult's intimate behaviors, relationships, desires, or body.

Child Protection Training - Will occur as follows:

- CSAIR staff members: annual mandatory in-person training.
- Child Protection Committee members: annual mandatory in-person training.
- Volunteers that regularly interact with children: annual mandatory in-person training.
- Board of Trustees members: mandatory in-person training and/or web-based training module.
- Education Board members: mandatory in-person training and/or web-based training module.
- Children, teens, adult congregants: annual in-person training & educational opportunities.
- All employees and regular volunteers working with children must sign an affirmation that they have read and will abide by CSAIR's Child Protection Policy upon completion of the training, and before beginning their employment or activities with children.

Staff and Volunteer, Engagement and Hiring - The basic screening program for all staff and volunteer applicants may include reference checks, background checks and social media / internet checks to ensure a thorough vetting process.

Reporting- All CSAIR staff and volunteers are required to report any reasonable suspicion that a youth is being abused or maltreated by doing the following:

1. Ensure that the child is in a safe environment, and if indicated call 911.
2. Report the incident to:
 - a. Statewide Central Register (SCR) of Child Abuse and Maltreatment:
 - i. Mandated reporters call 800-635-1522.
 - ii. Everyone else call 800-342-3720.
 - iii. Complete an incident report.
 - b. CSAIR's Child Protection Committee
Email: childsafety@csair.org
 - i. CSAIR office phone number 718-543-8400.
 - ii. CPC mailbox (ONLY when SCR notification is not needed, i.e. policy violation).
 - iii. Directly approach any member of the CPC.

Policy Compliance and Violations - All reports will be treated as confidential. See written policy for detailed description of possible actions taken following policy violations.

Supporting Victims and Survivors of Child Abuse - CSAIR will provide the following support:

1. Designate a "support person" to contact the family within 24 hours of notification and to provide ongoing support to the child and family.
2. Help the family find a qualified mental health practitioner with expertise treating victims of abuse and their family members.
3. Create a culture of ongoing support for victims of childhood abuse