



## Working together for Safety

**Talk to your child** about his or her experiences in YWCA programs, school, sports, and other activities.

**Drop in on your child's programs.**

**Trust your instincts.** Don't wait to tell us if something seems "strange." Speak up!

**Watch for warning signs of abuse:**

- Unexplainable bruising or other physical markings
- Disturbed sleeping or eating patterns
- Abrupt changes in behavior-anxiety, clinging, aggressiveness, withdrawal, depression
- Fear of certain person or place
- Discomfort with physical contact
- A child who abuses other children

**Listen and watch for signs of your child receiving special attention** that other children or teens are not receiving, including favors, treats, gifts, rides, increasing affection or time alone, particularly outside the activities of school, child care, or other activities.

**Every once in a while, ask your child these questions:**

- Is anyone scaring or threatening you?
- Is anyone asking you to keep secrets?
- Has anyone said anything to you that made you feel bad?
- Is anyone touching you in a way that you don't like?

**Encourage your child to tell** you or another trusted adult if anything happens to him or her.

**Read our staff Code of Conduct.** If someone breaks it, let us know immediately.



## Child Safe Resources

If you have any questions or concerns regarding a YWCA staff person or program, make a confidential call to the Child Safe Hotline

### Community Resources

#### Division of Child Protection and Permanency

To report child abuse:  
1 (877) NJ ABUSE.  
(1-877-652-2283)

#### CASA for Children of Bergen County

To report child abuse:  
Phone: 201-336-7520

#### State of NJ Sex Offender Information:

(609) 882-2000

[www.nj.gov/njsp/info/reg\\_sexoffend.html](http://www.nj.gov/njsp/info/reg_sexoffend.html)

#### State of NJ Department of Justice:

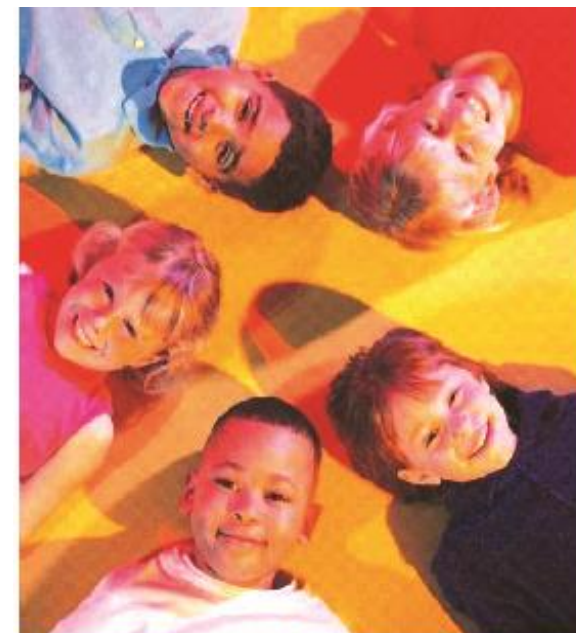
973-645-2700

[www.justice.gov/usao-nj](http://www.justice.gov/usao-nj)



#### YWCA Bergen County

112 Oak Street  
Ridgewood, NJ 07450  
201.444.5600  
[www.ywcabergencounty.org](http://www.ywcabergencounty.org)



## Our Commitment...

# Creating A Child Safe Environment



## YWCA Bergen County

The YWCA Bergen County is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.



## YWCA and Youth

For over 50 years the YWCA's child care programs have given working parents the peace of mind that comes with knowing their children are safe and nurtured. As the area's largest child care provider, we care for approximately 1,000 children daily in our 19 before school and 21 after school programs.

These programs take place at 7 different districts located throughout Bergen County.

**Allendale Schools, Cresskill Schools, Dumont Schools, Old Tappan Schools, Oradell Schools, Ridgewood Schools, Westwood Schools**

Parents place their trust in the YWCA Bergen County to help their children thrive. Our core values-caring, honesty, respect, and responsibility-are part of everything we do. Because of this, we place great value on creating the most child-safe environment possible.



The YWCA Bergen County is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.



## YWCA Safe Child Policy

### OUR STAFF

YWCA Bergen County has more than 150 staff members working with youth in the many programs we offer.

### OUR SCREENING

To keep children in our programs safe we take the following steps in our intensive screening of employees:

- Detailed application forms
- Comprehensive interview process
- Reference checks
- Criminal background record checks and fingerprinting
- Internet Searches

### OUR TRAINING

Employees complete an extensive child abuse prevention training program. Supervisors and managers complete additional training to further promote a child-safe environment. All staff members are mandated to report any suspected child abuse.

### OUR POLICIES

Staff is prohibited from working one-on-one with youth outside of the YWCA Bergen County (i.e. babysitting). Policies exist to ensure staff and volunteers are not alone with a child.

Child abusers can be parents, caretakers, friends, neighbors, or anyone who comes in contact with your child—even other youth. It takes everyone's help to stop the cycle of abuse.



## Information About Abuse

**The YWCA Bergen County wants all children to be safe. Unfortunately, child abuse does exist, taking many forms.**

**Emotional** – Threatening a child or using words that can hurt a child's feelings and self esteem; withholding love and support from a child

**Physical** – Causing injuries to a child on purpose, such as bruises, burns, scars, or broken bones

**Sexual** – Having sexual contact in any form with a child, including exposing, fondling, intercourse, pornography, or internet solicitation

**Neglect** – Not providing children with enough food, clothing, shelter, medical care, hygiene, or supervision

### IF YOU SUSPECT ABUSE...

- ➔ ***If you think your child is physically injured, seek out appropriate medical attention.***
- ➔ ***If you see signs of distress, withdrawal, or acting out, consider counseling for your child.***
- ➔ ***Talk to your YWCA Program Director for assistance.***
- ➔ ***Call Child Protective Services (CPS) or the police to report any abuse.***