



## **NANCY LIEBERMAN BASKETBALL CAMP CHILD ABUSE POLICIES**

Nancy Lieberman Basketball Camp strives to ensure that our camp is a community of love and care for every person. We ask that you join us in doing what is reasonably within our power to see that all of our campers and staff find among us a safe place. In order to reasonably protect the safety and well being of our children, we ask that you carefully review the following policies, guidelines, and code of conduct regarding abuse. If you have reasonable cause to suspect abuse or life-threatening neglect, you should talk with the appropriate person to see what steps could and should be taken to protect the child and help the family.

### **CHILD ABUSE POLICIES**

No form of child abuse, whether physical, emotional or sexual, will be permitted or tolerated at Camp.

Child abuse is morally and legally wrong. It can come in many forms. Physical abuse can be considered non-accidental injury or pain that is intentionally inflicted upon a child or youth. Emotional abuse can be considered mental or emotional injury to a child or youth that results in an observable and material impairment in the child or youth's growth, development or psychological or emotional functioning. Anything done to inflict pain while disciplining a student can be considered child abuse. The physical size and strength of staff members necessitates that you use discretion and restraint in all physical contact activities with campers.

We cannot be too careful in the area of sexual abuse. Even the appearance of wrong or false allegation can cause irreparable damage to the reputation of the accused staff member, volunteer, and/or the camp. Stating which behaviors are appropriate and inappropriate allows camp staff and volunteers to comfortably show positive affection in ministry, and yet identify individuals who are not maintaining safe boundaries with children or youth.

Child sexual abuse includes, but is not limited to, any contact or interaction between a child and an adult when the child is being used for the sexual stimulation of the adult or third person. Sexual behavior between a child and an adult should be considered forced, whether or not the child has consented. The behavior may or may not involve touching. Sexual abuse perpetrated by another child or youth is any contact or activity of a sexual nature that occurs between a child or youth and another child or youth when there is no consent, when consent is not possible, or when one child or youth has power over the other child or youth. This includes any activity that is meant to arouse or gratify the sexual desires of any of the children or youth.

The following Guidelines for Appropriate Affection are based, in large part, on avoiding behaviors known to be used by child abusers to groom children or youth and their parents for future abuse. The following guidelines are to be carefully followed by all camp staff and volunteers, regardless of gender, working around or with children.

#### **Appropriate Forms of Affection**

- Brief hugs
- Pats on the shoulder or back
- Handshakes
- "High-fives" and hand slapping
- Verbal praise
- Touching hands, faces, shoulders and arms of children
- Arms around shoulders
- Holding hands while walking with small children
- Kneeling or bending down for hugs with small children
- Holding hands during prayer

#### **Inappropriate Forms of Affection**

- Inappropriate or lengthy embraces
- Kissing
- Touching bottoms, chests or genital areas
- Showing affection in isolated areas such as bedrooms, closets, staff only areas or other private rooms
- Any form of unwanted contact or affection
- Tickling or full body wrestling
- Comments or compliments (spoken, written, or electronic) that relate to physique or body development
- Snapping bras or giving "wedgies" or similar touch of underwear whether or not it is covered by other clothing
- Private meals with individual children or youth

### **CHILD ABUSE REPORTING**

Reporting abuse can precipitate severe consequences to a family, so it should never be done casually or thoughtlessly, and certainly not for malicious purposes. At the same time, failing to report abuse can have severe consequences to a child at risk. Therefore, if you have reasonable cause to suspect abuse or life-threatening neglect, you should talk with an appropriate person to see what steps could and should be taken to protect the child. Reasonable cause includes behaviors that are inconsistent with the camp policies, guidelines for appropriate affection, or code of conduct or other inappropriate behaviors.

#### **Procedures for Child Abuse Complaints**

- 1 Any actions you observe that are not acceptable behavior according to the policies, guidelines, code of conduct, or any other inappropriate or suspicious behavior should be reported as soon as possible to a camp associate director. An incident Report should be filled out as well.
- 2 The camp director will take appropriate internal and external action.
- 3 The camp director or his appointee will be the official spokesperson for the camp in any of these matters. All staff members and volunteers must be



## NANCY LIEBERMAN CHARITIES

sensitive to the need for confidentiality in the handling of this information, and therefore, no other staff members or volunteers shall speak to the media, to each other, or to any third party, but only to the camp director regarding issues related to matters of abuse.

In the event that there is an accusation of child abuse, the camp will take prompt and immediate action as follows:

- All allegations will be taken seriously and camp staff will take appropriate action in accordance with state laws, insurance requirements, and based upon advice of legal counsel. This includes full cooperation by camp staff with an investigation with the understanding that failure to do so may be grounds for termination.
- At the first report of probable cause to believe that a child-abuse incident or life threatening neglect has occurred, the staff member or volunteer receiving the report will notify a camp associate director. The camp associate director will assist the staff member in filling out an incident report.
- The camp director will make a report in accordance with relevant state or local child abuse reporting requirements and will cooperate with any legal authority involved to the fullest extent appropriate.
- In the event the reported incident(s) involves a staff member or volunteer at camp, the camp director will take appropriate remedial action, which can include, but is not limited to, immediate suspension and/or termination. If practical, the parents or legal guardian of the child (ren) involved in the alleged incident, as well as camp staff, will be notified in accordance with the directions of the relevant state or local agency.

### CODE OF CONDUCT FOR ABUSE PREVENTION OF CHILDREN AND YOUTH

- Staff member or volunteer agrees that his or her first responsibility is the health, safety and welfare of the campers.
- Staff member or volunteer will not physically, emotionally, or sexually abuse a child or youth.
- Staff member or volunteer will do their best to prevent abuse and life-threatening neglect among children and youth involved in camp activities and services.
- Staff member or volunteer agrees that they have not engaged in or have been accused or convicted of child abuse, a violent crime, indecency with a child, injury to a child, or sexual misconduct of any kind.
- Staff member or volunteer agrees that in the event they observe any inappropriate behaviors or possible policy violations with children or youth, such behaviors or violations will be immediately reported to the camp director.
- Staff member or volunteer is prohibited from using physical punishment in any way for behavior management of children and youth. No form of physical discipline is acceptable. This prohibition includes spanking, slapping, pinching, hitting, or any other physical force. Physical force may only be used to stop a behavior that may cause immediate harm to the individual or to a child, youth or others.
- Staff member or volunteer is prohibited from participating in or allowing others to conduct any hazing activities relating to children's or youth ministry or camp activities.
- Staff member or volunteer agrees to avoid being alone with a child or youth where other adults cannot easily observe them unless it is an emergency or unavoidable circumstance. In the event of an emergency or unavoidable circumstance, staff member or volunteer shall notify a Nancy Lieberman Basketball Camp Permanent Staff member of the situation immediately prior to or directly following the emergency or circumstance.
- Staff member or volunteer agrees that one-to-one conversations with children or youth will be done in an open or public or other place where private conversations are possible but occur in full view of others.
- Staff member or volunteer agrees that when supervising or assisting private activities such as dressing or showering, the staff member or volunteer will remain observable by others or work in pairs.
- Staff member or volunteer will not ask youths to keep any secrets.
- Staff member or volunteer agrees to dress and undress in a modest way in the presence of children or youth.
- Staff member or volunteer will dress conservatively and avoid wearing provocative attire.
- Staff member or volunteer will not engage in inappropriate electronic communication with a child or youth.
- Staff member or volunteer will adhere to the guidelines of appropriate affection as outlined on the preceding page.
- Staff member or volunteer agrees to abide by the established ratios for adults and children, which includes the "Rule of 3" (meaning at least three individuals must be present in private areas—either two campers and one staff member or two staff members and one camper). Compliance with the established ratio is required at all times, including activities that occur off camp premises unless there is an emergency or an unavoidable circumstance. In the event that an emergency or an unavoidable circumstance occurs, the staff member or volunteer shall notify a Nancy Lieberman Basketball Camp Permanent Staff member of the situation immediately prior to or directly following the emergency or circumstance.
- Staff member or volunteer is prohibited from dating or becoming romantically involved with a child or youth.
- Staff member or volunteer is prohibited from having sexual contact with a child or youth.
- Staff member or volunteer is prohibited from possessing any sexually oriented materials (magazines, cards, videos, films, clothing, etc.) on camp property or in the presence of children or youth except as expressly permitted as part of a pre-authorized educational program.
- Staff member or volunteer is prohibited from discussing their own sexual activities, including dreams and fantasies, or discussing their use of sexually oriented or explicit materials such as pornography, videos or materials on or from the Internet, with children or youth.
- Staff member or volunteer is prohibited from using the Internet to view or download any sexually oriented materials on camp property or in the presence of children or youth.
- Nancy Lieberman Basketball Camp's Code of Conduct and policies extend into cyberspace while in employment or volunteering and apply in all contexts, media and forms of communication. For example, no staff members or volunteers shall engage in private forms of social media communication with campers including, but not limited to, private Facebook messaging, direct messaging on Instagram and Twitter, or any other form of communication on Snapchat or the like.



**What to DO and NOT TO DO about Discipline at Camp**

•DO

- Be a positive role model. Act in the same manner you would like your campers to act.
- Always be fair and honest.
- Respect your campers as people, not just children.
- Be reasonable and appropriate in your disciplinary actions. Enforce your rules consistently, not simply when it suits your needs.
- Be consistent. Use the same punishment for the same behavior for all campers.
- Make sure all the campers know the rules before you reprimand them. If they do not know that they are breaking a rule, then it is not fair to discipline them.
- Take responsibility for the behavior of your campers as well as your own behavior!
- Make it clear to all your campers that you care about them and that you are only upset with their behavior, not with them as a person.
- Give praise and thank campers constantly for appropriate behavior. Acknowledge positive behavior, not only negative.
- Give reasons for your discipline. Let campers know why it is not OK to swing from the unstable, uneven parallel bars. Campers need to have validation to your reasoning.

•DO NOT

- Do not ever hit, spank, strike, shove, or grab any camper or staff member in a hostile manner at Basketball Camp!
- Do not embarrass a camper in front of the group. This will cause the camper to feel singled out and humiliated. Take the child away from the group and discuss any problems.
- Do not use profanity in camp (especially when disciplining).
- Do not use a punishment that you cannot enforce. For example, "If you don't stop throwing balls, I'm going to hang you from that wall for an hour!" Obviously, this is not an acceptable form of discipline.
- Do not use any form of punishment that will endanger a child's health.
- Do not leave the discipline up to the Area Specialists. Specialists are not there to discipline your group. They are there to run their activity and provide a quality program. You are responsible for your group and their behavior.
- Do not use the word "don't", "won't", "can't"; try to replace it with "That's not OK." Appropriate/Acceptable Disciplinary Practices Campers need to learn to take responsibility for their actions. When they have hurt or injured someone, regardless of the severity of the injury, it needs to be handled immediately. Point out that hurting someone, physically or mentally, is not allowed and is not appropriate behavior for anyone at camp.

**All employees and volunteers must read and sign this Policy Agreement and Code of Conduct.**

*By signing my name below, I agree to comply with the above Child Abuse Policies and Code of Conduct. I understand that these may be changed, withdrawn, added to or interpreted at any time at the camp's sole discretion and without prior notice to me.*

*By signing my name below, I acknowledge my obligation and responsibility to protect children and youth and agree to report known or suspected abuse of children or youth to appropriate camp leaders in accordance with the Child Abuse Policies and Code of Conduct. I also agree that if an investigation of a report is required, I will cooperate fully with camp personnel and/or other authorities and understand that failure to do so may be grounds for termination. I understand that the camp will not tolerate abuse of children and youth and I agree to comply in spirit and in action with this position.*

*By signing my name below, I have read and understand the Policy Agreement, Code of Conduct, and the above provisions.*

\_\_\_\_\_, \_\_\_\_\_, 2018  
(Sign Here)