

Paonia Players Abuse Protection Policy

Purpose

The purpose of this policy is to ensure the safety and well-being of all participants in Paonia Players' programs, especially our summer camp.

Scope

This policy applies to all staff, volunteers, and contractors involved in Paonia Players' programs and activities.

Definitions

- **Abuse:** Any action that intentionally harms or injures another person. Types of abuse include physical, emotional, sexual, and neglect.
- **Physical Abuse:** Any intentional use of physical force that results in injury.
- **Emotional Abuse:** Any action that harms an individual's self-esteem or emotional well-being.
- **Sexual Abuse:** Any form of sexual activity with a minor, including inappropriate touching or exposure to sexual content.
- **Neglect:** The failure to provide necessary care, assistance, guidance, or attention that causes harm or distress.

Policy

1. Code of Conduct

- Staff and volunteers must maintain appropriate boundaries and act professionally at all times.
- Physical contact with children should be appropriate to the situation and non-threatening.
- Staff and volunteers must use positive behavior management techniques and refrain from using abusive language or actions.

2. Supervision

- Children should be supervised at all times by staff or volunteers.
- While one-on-one interactions may occur, staff and volunteers should strive to be visible to others when possible.

3. Photo/video use

- Photos or videos of students taken by staff or volunteers should be used strictly for educational purposes (for example, filming dance students and letting them watch so they can improve). Only the Program Director may use photos/videos for promotional/social media purposes if parents have signed the media release waiver. Staff and volunteers are not permitted to post/share any photos/videos of

students and must delete all photos/videos once they have been used for educational purposes.

4. Reporting Procedures

- Any staff or volunteer who suspects or becomes aware of abuse must report it immediately to the Program Director.
- The Program Director is responsible for ensuring that all reports of abuse are taken seriously and are reported to the appropriate authorities, including law enforcement and child protective services if necessary.

5. Response to Allegations

- Allegations of abuse will be treated with the utmost seriousness and confidentiality.
- The accused individual will be removed from duties involving children until the investigation is complete.
- Support services will be provided to the victim and their family as needed.

6. Confidentiality

- Information related to abuse allegations will be kept confidential and shared only with those who need to know to protect the child and ensure a proper investigation.

Acknowledgment

I have read and understand the Abuse Protection Policy of Paonia Players. I agree to abide by this policy and understand that failure to do so may result in disciplinary action, including termination of employment or volunteer status.

Signature

Printed Name

Date