



Child Protection Policy

Fleisher Art Memorial

Purpose Statement:

Fleisher Art Memorial seeks to provide a safe and secure environment for the children who participate in our programs and activities. By implementing this policy, our goals are to protect the children participating in our organization from any harm and provide a clear path of response for staff and volunteers in the event of suspected abuse or neglect.

Who is affected by the Child Protection Policy at Fleisher Art Memorial:

All employees of Fleisher Art Memorial responsible for the supervision and/or care of minors are responsible for obtaining their background checks and clearances within 30 days of the beginning of their employment and must additionally complete the Mandated Reporter Training. This includes Operational Staff, Faculty, Teaching Artists, and Assistant Teaching Artists. Life models who work in youth classes must obtain only their clearances.

Provide a Safe Environment and Adequate Supervision of Children:

Fleisher Art Memorial seeks to provide a safe environment and adequate supervision of children by implementing the following:

➤ **Adequate supervision and accountability:**

At minimum, one approved staff or volunteer must be present with the children during programs and activities, and remain present until all children are back with their parent/guardian. At least one staff or volunteer must be an adult (age 18 or older).

➤ **Discipline:**

No physical discipline (hitting, slapping) may be used. When a child misbehaves, an adult may use redirection and/or verbal means to guide the child's behavior.

➤ **Physical touch:**

Be sensitive to the way children interpret physical contact. Only engage in physical touch if a child

initiates it, such as a hug. All physical contact should be gentle and appropriate. Children have the right to refuse physical contact.

➤ **Accidents, First Aid and Incident Reporting:**

All adult staff and volunteers are allowed to administer minor first aid to injuries such as small cuts, bumps, and bruises. Always use gloves when dealing with blood. In case of a more serious injury, deal with the immediate need (i.e. apply pressure to stop the bleeding) and then contact 911 and your supervisor/lead as appropriate to assist. Any time a child is hurt, an accident/injury report must be filled out. This form can be found at the front desk with Visitor Services and should be given to the Director of Education, Caitlin Deutsch, or your program supervisor once completed.

Recognize Suspected Child Abuse:

The Pennsylvania Child Protective Services Law (CPSL) lays out the following categories of abuse. Staff, faculty, and volunteers are required by law to report suspected child abuse if they are a mandated reporter. Under the current PA CPSL, all Fleisher employees and volunteers who work with children are mandated reporters.

Categories of Child Abuse:

- Bodily Injury
- Serious Mental Injury
- Sexual abuse or exploitation
- Serious physical neglect
- Likelihood of bodily injury or sexual abuse
- Medical child abuse (also known as Munchausen by Proxy)
- Per se definitions:
 - Physical violence that endangers the child
 - Restraining or confining the child
 - Shaking a child under one year old
 - Striking a child under one year old
 - Interfering with the breathing of a child
 - Having child present at a meth lab
 - Leaving the child in the care of a sexual offender
- Engaging a child in a severe form of trafficking in persons or sex trafficking (includes sex and labor trafficking)

Fleisher Art Memorial recognizes that mandated reporter training is necessary for staff and volunteers to recognize child abuse and understand how to report it. Therefore, Fleisher will require yearly re-training for all Mandated Reporters. New staff and volunteers who have never received mandated reporter training before will be required to take the online training before they begin working with children.

Report Suspected Child Abuse:

Staff and volunteers are required by law to report suspected child abuse if they are a mandated reporter. Under the current PA CPSL, all Fleisher employees and volunteers who work or volunteer with children are mandated reporters. Being a mandated reporter means that if you suspect that a child is being abused,

you must report it.

Reporting Steps:

1. If you suspect child abuse, you must immediately report it!
 - a. There are two ways to report it
 - i. Call PA ChildLine at 800-932-0313
 - ii. Make a report online (mandated reporters only) at <https://www.compass.state.pa.us/cwis/public/home>
2. If you make a report by calling ChildLine, you must also complete and mail a Report of Suspected Child Abuse (CY47) form to the investigating agency within 48 hours (form can be found at www.keepkidssafe.pa.gov under “forms”)
3. After making the report, notify Director of Education, Caitlin Deutsch, that you have made a suspected child abuse report.

Selection Process:

All persons who desire to work/volunteer with the children participating in our programs and activities will be screened. This screening includes the following:

➤ Background Checks:

The following certifications are required:

- Report of criminal history from the Pennsylvania State Police (PSP)
- Mandated Reporter Training (PFSA)
- Child Abuse History Certification from the Department of Human Services (Child Abuse)
- A fingerprint based federal criminal history (FBI) submitted through the Pennsylvania State Police or its authorized agent.
 - This certification is NOT required if the following criteria is met:
 - The position the volunteer is applying for is an unpaid position; AND
 - The volunteer has been a resident of the Commonwealth of Pennsylvania for the entirety of the previous 10 years.
- Volunteers who are not required to obtain the FBI certification because they are applying for an unpaid position and have been continuous resident of Pennsylvania for the past 10 years must swear or affirm in writing that they are not disqualified from service based upon a conviction of an offense under §6344.