

**RMU Island Sports Center
Figure Skating Academy & Skating School
"Working with Minors" Policy**

Definitions

"Minor" means a person under the age of 18.

"Minor Abuse" is defined as inflicting or allowing to be inflicted upon such child physical injury by other than accidental means that causes or creates a substantial risk of death, serious or protracted disfigurement, protracted impairment of physical or emotional health, or protracted loss or impairment of the function of any bodily organ (This includes abuse that can be characterized as sexual in nature).

"Minor Neglect" is defined as a child whose physical, mental or emotional condition has been impaired or is in imminent danger of becoming impaired as a result of the failure of his or her parent or other person legally responsible for his or her care to exercise a minimum degree of care.

"Abused Minor" includes a Minor whose parent or other person legally responsible for his or her care commits or allows to be committed.

Criminal Background Checks

All employees who work with children on a regular basis must undergo a criminal background check before being hired by the RMU Island Sports Center (ISC). Any volunteers working with children on a regular basis may be required to undergo a criminal background check before working with children. It may be impractical to do background checks on volunteers or employees who participate in short-term programs or events on the ISC campus. In that case, it is required that there be more than one adult present at the program or event at all times.

Appropriate Behavior and Boundaries with Minors

- Avoid being completely alone with a single child, particularly in a place that is not commonly viewed as a normal meeting area. This does not mean that you can't take a child aside for a brief confidential discussion about their behavior or some matter that they have asked to discuss with you. It does mean that such a meeting should ideally take place in full view of other people, if even from a distance or in the presence of a second adult.
- Use good judgment about physical closeness. Avoid contact that may be misinterpreted. This does not mean that you can't give a child a pat on the back or touch their arm to get their attention. However you should not touch a child against his or her will or engage in highly physical contact, such as picking them up, giving them back rubs, tickling or roughhousing.
- Use good judgment about bathroom trips. Avoid taking a child to the bathroom without their parent/guardian or another adult present. Do not go into the stall with a child. It is best to bring more than one child at a time to the bathroom, but if that is not possible, maintain an appropriate distance from the stall. Always let another person, such as a supervisor or another adult, know you are taking the child to the bathroom.
- Use words with care. Never berate, intimidate, harass, or belittle a child. Giving praise is appropriate but use discretion when complimenting children. Do not get too personal. Be constantly aware of your responsibilities and position as a role model.
- Do not take pictures of children for personal use. If you have or are provided with pictures of children in your charge, do not distribute them on social networking sites.
- Do not "friend" children or approach them on social networks.
- If you are ever unsure about what is appropriate, seek advice from a supervisor or director.

Violations of This Policy

Individuals who violate this policy will be subject to disciplinary action up to and including dismissal. Outside vendors that violate this policy will be subject to action up to and including removal from the campus and termination of the contract.

As a representative of the RMU Island Sports Center, I, _____
have read and acknowledge the above procedures and guidelines to working with minors.

Signature: _____

Date: _____