

Gay & Lesbian Youth Services of Western New York – Youth Protection Policy

Policy: Employees and Volunteers of GLYS will always strive to maintain the absolute safety and integrity of all LGBTQ+ youth. The organization does so by making certain the backgrounds and skills of all staff and volunteers are clear of question, and by offering appropriate training to staff and volunteers in order to ensure youth safety.

Procedure:

1. All volunteers will be initially searched in the public registry of sex offenders. A more thorough background check will be initiated with volunteers who have direct contact with youth, after they have volunteered two times and are scheduled to return again to work with youth
2. All employees shall have the above search conducted as well as the background check available to GLYS employees through an HR or background check program or service
3. All Volunteers will sign the attached agreement. The provisions in this agreement shall be considered part of this policy and procedure
4. That for youth ages 5-13, there are at least one responsible adult (trained staff and volunteers) present for every ten (10) youth attending
5. That there will be two responsible adults present for youth ages 13-21 who are attending groups and events at the GLYS Center. As far as possible, there should be a 1:10 ratio for responsible adults to youth
6. Staff will monitor volunteers for any inappropriate behavior or language and advise the volunteers of any possible inappropriate actions or language
7. Staff will log any complaints from youth or volunteers about possible abuse or inappropriate behavior taking place
8. Staff will take the New York State Mandatory reporter training in order to fulfill its role:
<http://nysmandatedreporter.org/TrainingCourses.aspx>
9. Any violation of this policy or procedure is grounds for disciplinary action up to and including dismissal

Adopted by the GLYS WNY Board of Directors 2/10/20

DATE