



Boys & Girls Clubs of King County
Safety Policies & Resources

We work every day to create a safe, fun, and positive Club environment so Club members can have every opportunity to be successful in life. We have *zero-tolerance* for inappropriate behavior of any kind, including child sexual abuse or misconduct, and the organization invests resources purposefully to support this.

- **Mandatory Background Checks:** Mandatory criminal background checks are required for every employee, volunteer, and board member who has direct contact with children. These are conducted in advance, as well as each year. These are conducted by a third-party vendor engaged for this purpose, and includes screenings through the child abuse and sex offender registry, as well as county, state, and national criminal records.
- **Training/Tools:** Each year, staff receive training on the requirements of being a Mandated Reporter, how to prevent, recognize, and react responsibly to childhood sexual abuse, First Aid/CPR, Supervision of Children, Safety First, and more. These training elements are provided by leading third-party safety experts to ensure that Club staff are the most up-to-date in all areas of safety.
- **Equipment:** Boys & Girls Clubs of King County focuses on safety when making resource allocations and decisions regarding equipment and other capital expenditures.
- **Facilities:** Club-owned facilities have been renovated or built to maintain clear lines of sight throughout the building, allow for single-use restrooms, and eliminate any blind spots from supervision.
- **Policies:** Our Safety Policies & Procedures outline clear steps to prevent safety issues and concerns. See below for more information on the steps we take to ensure **Safety is our #1 Priority**.

Boys & Girls Clubs of King County has a demonstrated Culture of Safety, through the continual update of robust safety policies, programs and training for our staff and volunteers that are designed to promote child safety and protect young people from threats that are present in our society, the implementation of curriculum with Club members designed to prevent incidences from occurring and empower kids and teens to report any inappropriate behaviors observe, and, regular site visits to maintain compliance and vigilance toward this effort.

- **Safety Policies:** Boys & Girls Clubs of King County has comprehensive safety policies in place that protect youth - including, but not limited to, supervision, bathroom, transitions transportation, communication, and prohibiting private one-on-one contact.
- **Defined Barrier Crimes:** No individual with any felony conviction. Any conviction involving crimes against children, including pornography, child molestation, child abuse, abandonment, child neglect, enticing a child into a motor vehicle, structure or isolated area and/or endangering the welfare of a child results in a denial of employment or volunteer opportunities, as well as any misdemeanor conviction involving force or threat of force, crimes involving sexual assault rape, criminal sexual contact or lewdness, drugs or controlled substances or cruelty to animals. Additionally, further investigation is required if there are findings of an incomplete investigation of any barrier crime, expunction, restoration of right, or pardon of any barrier crime, a charge involving a child but resulting in a favorable disposition to the applicant, or any charge that would be inconsistent with the mission of the Club organization.
- **Code of Conduct:** Boys & Girls Clubs of King County strives to provide excellent youth development service, quality work, and maintains high standards of conduct that each employee and volunteer actively participate in the maintaining of vigilant adherence to. This includes, but is not limited to no individual having secrets with members, fully cooperating with authorities if allegations of abuse are being investigated, and ensuring that no one will engage in any activity with a member or members behind closed doors.
- **24-hour Toll-free Child Safety Hotline:** We encourage all staff, members, and families to report any incident or situation they feel is unsafe. Through our national partnership with Praesidium, one of the nation's leading safety experts, everyone has access to this resource: 1-866-607-SAFE (7233) or via email at SafeClub@Praesidiuminc.com.

Boys & Girls Clubs of King County staff and volunteers are mandated reporters, required to notify local authorities immediately with any critical incident or safety concern. Additionally, the organization complies with all federal, state, and local safety laws, including those impacting facilities and vehicles.

While Boys & Girls Clubs of King County is an independent 501(c)3 organization, governed by a local Board of Directors, there are membership requirements from Boys & Girls Clubs of America for all Club organizations which must be met to maintain compliance standards. In addition to annual Mandatory Background Checks, these include:

- **Safety Committee:** Boys & Girls Clubs of King County has a Board-led Program & Safety Committee to provide input and guidance on local policies and safety strategies. Current members include:
 - Brandee Paisano, Director of Elementary Programs
 - Tanya Larkin, Director of Special Projects
 - BGCKC Program Committee consisting of board members and other risk management experts.
- **Mandatory Annual Safety Assessments:** Each Club location completes an internal review in a specific online tool, as well as a safety audit by members of the Program & Safety Committee.
- **Required Immediate Reporting:** During any incident involving employees or volunteers, we take steps to immediately open an investigation, contact local Police and Child Protective Services. Additionally, any critical incident must be reported to Boys & Girls Clubs of America with 24 hours.
- **Mandatory Employee Reference:** Any employee interested in obtaining employment at another Boys & Girls Club, anywhere, is required to have a reference check completed from the previous Club, even if the Clubs are in the same community.

Child Safety is embedded in the core values of Boys & Girls Clubs all over the country. Nationally, Boys & Girls Clubs of America has advocated the passage of the U.S. PROTECT Act, which improved background screening systems and access, and has partnered with the FBI and the National Center for Missing & Exploited Children to contribute to the development of safety practices that benefit ALL youth-serving organizations. To learn about Boys & Girls Clubs of America safety policies and actions, please visit their [Child Safety Page](#).

To explore more about what Boys & Girls Clubs of King County does to ensure our Clubs provide a safe, fun, and positive environment for our kids and teens to engage in new opportunities and build a pathway to a #GreatFuture, please contact Laurie Black, CEO at (206) 436-1835.