



## POLICY 11650

### SAFETY AND SECURITY

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#### **POLICY:**

Rocky Mountain JUSTB4 Program will maintain a safe, secure, and supportive environment for children, staff, volunteers, guests, and Parents/Guardians.

#### **PROCEDURES:**

- The [\*Child, Family, and Community Service Act\*](#) (CFCSA) requires that anyone who has reason to believe that a child or youth has been or is likely to be abused or neglected, and that the Parent/Guardian is unwilling or unable to protect the child or youth, must report the suspected abuse or neglect to a child welfare worker. All staff will be trained in the reporting procedures required to support and engage in the process.
- JUSTB4 Program will nurture, support, and uphold an inclusive and accepting environment for all children, staff, volunteers, and Parents/Guardians regardless of nationality, race, religion, sexual orientation, gender identification, and/or disability. Any behaviors that negatively impact this environment will be put under review and/or reported to the manager and/or director of the program. The appropriate measures as required will be taken to uphold the program environment as outlined above.
- Any form of harassment and/or threats or acts of violence by staff, volunteers, Parents/Guardians, and/or friends or family members thereof will not be tolerated. These acts could lead to a child's dismissal from the program or investigation of a staff member's conduct as per procedures outlined in their contract.
- Depending on the severity of the situation, it may be reported to the RCMP.