



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

WE'RE HERE FOR YOU TO GUIDE YOU THROUGH EVERY STEP OF THE WAY!

THE GATEWAY FAMILY YMCA

**Parent Handbook
Summer Camp**



WELCOME TO



Welcome to the Y. We are an inclusive organization of men, women and children joined together by a shared commitment to nurturing the potential of kids, promoting healthy living and fostering a sense of social responsibility.

Anchored in more than 10,000 neighborhoods around the country with our Y servicing the Eastern Union and Northern Middlesex County communities; the Y has the long-standing relationships and physical presence not just to promise, but to deliver, lasting personal and social change.

Though the world may be unpredictable, one thing remains certain – the Y is, and always will be, dedicated to building healthy, confident, connected and secure children, adults, families, thus strengthening the foundations of community.

The Gateway Family YMCA is a 501(c)(3) non-profit, health and community service organization of caring staff and volunteers who are dedicated to providing quality services to people of all ages, races, faiths or incomes.

The Gateway Family YMCA is the one of the largest YMCAs in the State and is comprised of six YMCA branches and an Association Office. The Association Office, Elizabeth Branch and Youth Development Branch are located in Elizabeth, while the Five Points Branch, Wellness Center Branch and WISE Center Branch are located in Union and the Rahway Branch is located in Rahway.

The Gateway Family YMCA serves Avenel, Carteret, Clark, Colonia, Elizabeth, Hillside, Kenilworth, Linden, Port Reading, Rahway, Roselle, Roselle Park, Sewaren, Union, Vauxhall, Winfield Park, and Woodbridge in NJ, and operates the Dudley House Veterans Transitional Housing Program in Plainfield, NJ. But everyone is welcome.

YMCA MISSION

The Gateway Family YMCA is a community-based organization rooted in Christian principles and committed to building healthy lives through programs that strengthen spirit, mind and body for people of all ages, religions and cultures.

PHILOSOPHY

The YMCA is committed to providing school-age children with a clean, safe, and nurturing environment. Each child is considered wonderful and unique. They are encouraged to cultivate their strengths and talents while developing skills necessary to succeed in a more formalized educational setting and throughout life.

The foundations of our Summer Camp are based on Developmentally Appropriate Practices. A Developmentally Appropriate Practice model of service delivery focuses on the developmental stages of young children, aligning their abilities with learning activities to challenge and stimulate.

Our summer camp staff creates and implements activities appropriate for each child's age levels. This, in turn, engages children in developmentally appropriate activities that enhance their physical, cognitive, social, and emotional growth.

The YMCA program design includes health and well-being components designed to ensure all of the children receive the foundation for health living. Building strong relationships with both the children and families helps us to influence the lives of all the people we serve.

PROGRAM OBJECTIVES

The Gateway Family YMCA Summer Camp focuses on two main goals:

1. To provide comprehensive, supervised care that allows for children to participate actively. Our camp will have an in-depth impact on children and families by allowing for:
 - ✓ Parent's Employment
 - ✓ The Economic Stability of the Family
 - ✓ A Positive Experience for Children in terms of Care,
 - ✓ Self-Development and Education
2. To create an environment that fosters opportunities for the development of the child in the areas of:
 - ✓ Character (with emphasis on Caring, Honesty, Respect, and Responsibility)
 - ✓ Physical Education
 - ✓ Cognitive Growth
 - ✓ Social/Emotional Growth

PROGRAM GOALS

- ✓ To provide a supportive environment during summer months
- ✓ To create a safe environment, where children feel secure and successful.
- ✓ To help children appreciate and respect individual differences.
- ✓ To inspire each child to reach for their individual potential.

CHILD SAFETY GUIDELINES

The Gateway Family YMCA has zero tolerance for abuse and will not tolerate the mistreatment or abuse of participants in its programs. Any mistreatment or abuse by an employee or volunteer will result in disciplinary action, up to and including termination of employment or volunteer service and cooperation with law enforcement.

These guidelines also pertain to participant interactions with each other. There is zero tolerance for abuse, mistreatment, or inappropriate activity among participants within the program. The Gateway Family YMCA is committed to providing all children with a safe environment and will not tolerate the mistreatment or abuse of one participant by another participant. Conduct by a participant that rises to the level of abuse, mistreatment, or sexual activity will result in intervention or disciplinary action, up to and including, dismissal from the program. In addition, there is no tolerance for any behavior that is classified under the definition of bullying, and to the extent that such actions are disruptive, The Gateway Family YMCA will take the necessary steps to eliminate such behavior.

REGISTRATION

Parents must complete all registration paperwork on our website at www.tgfymca.org or in person at the Welcome Center. Due to state regulations, this paperwork and a copy of his/her immunization records must be submitted as well.

MEMBERSHIP FEE

All participants are required to be members of the YMCA. Please inquire at your branch for full membership and basic membership fees. The full membership will not automatically cancel. You are welcome to cancel at any time. Camp rates vary based on membership type.

DEPOSIT AND BALANCE OF FEES

A \$50 non-refundable deposit per child, per session is required with registration. The balance of the camp fee is due by the below dates. Anyone registering after these dates will be required to pay in full for the camp week.

- Weeks 1-5 balances due in full by May 15th
- Weeks 6-10 balances due in full by June 6th

Non- Payment of Tuition

All summer camp tuition payments are due by the below dates. If payments are not received by the dates listed below, it may result in the discontinuation of services. **If camp services have been discontinued because of non-payment, any late fees, current month tuition and past due balance will be due and payable before a child can register for other weeks or return to the camp program.** A 48-hour waiting period will also be enforced before a child may return to the program so that the proper staff can be informed of the roster addition.

FINANCIAL ASSISTANCE

We accept government subsidy from various agencies including, Community Coordinated Child Care (4Cs) and Programs for Parents. Parents are responsible for their copay and any remaining difference in fee between the subsidy payment and weekly camp tuition. Payment of copays and/or difference of fee is required to remain in compliance with your subsidy contract. Contracts must be received in order for children to attend camp.

Scholarships

In cases of severe financial hardship, financial aid applications are available at the Welcome Center. Scholarships are based on financial need and are available on a limited basis as funds are available.

MULTI-SIBLING RATE

We offer a 10% multi-sibling rate to siblings currently enrolled in any of our child care programs. The 10% will be applied to the oldest child(ren)'s tuition for any private pay participants.

RETURNED CHECK FEE

There will be a \$20 fee for all checks returned by the bank of insufficient funds. If a check is returned, all future payments will need to be made with cash or credit card.

REFUND POLICY

We are unable to give refunds if your child does not attend camp. Please follow up with your camp director for further questions regarding our refund policy.

WHAT TO BRING TO CAMP

- ✓ **Lunch** – Daily, all campers must bring a lunch, including a drink. Microwave and refrigerator are not available. No glass containers. Please label all food items and containers clearly with first and last name. Include ice packs to keep lunches cool.
- ✓ **Snacks** – There are two snack times throughout the day. Once in the morning and another in the afternoon. Please send your child with at least 2 snacks and drinks daily.
- ✓ **Clothing** – Campers should wear comfortable and weather appropriate clothing. All clothing should be labeled with the camper's name.
- ✓ **Sneakers or Closed Toe Shoes** (*For the safety of each camper, no open toe shoes are permitted except for swim time*).
- ✓ **Swimsuits and Towel:** (Union & Rahway ONLY) Campers must wear swim trunks, one piece or tankini bathing suits. Towels, dry clothes, and a plastic bag for wet swimsuit should be kept in a labeled tote bag or backpack.
- ✓ **Sunscreen**–Please send your camper with sunscreen as we spend a lot of time outdoors.
- ✓ **Water Bottles** - Campers may want to bring a water bottle each day for extra water.

*Please label EVERYTHING with your child's name

WHAT NOT TO BRING

- Money
- Valuables
- Toys
- Cell Phones and other electronic devices.

REQUIRED DOCUMENTS

There are documents we are required to have on file for each child prior to their beginning the program. **Note: A child cannot start the program if required documents are missing.** These documents include Registration Form, People Authorized to Pick-up Child, Emergency Information, Permission for Emergency Treatment, and Permission for Field Trips and/or Walking Trips, Current Medical Report Completed by a Doctor and Record of Immunizations. Due to state regulations, the required documents must be submitted yearly including the medical form completed by a physician.

RAINY DAYS

Depending on the severity of the weather conditions, we will follow a typical day schedule outside. For severe heat and thunder and lightning conditions, children will engage in a variety of indoor activities.

DROP- OFF AND PICK- UP OF CHILDREN

ARRIVAL PROCEDURES

Check-In starts at 8:30am each morning. Please do not arrive early, as you will be required to wait until 8:30am.

- Procedures will vary based on location and will be communicated by branch directly.
- Our drop off area closes at 9:15 am. After 9:15 am, you will need to go to the front desk inside so your child can be brought to his or her camp group.



DEPARTURE

- Please indicate on the registration form the names of people allowed to pick up your child.
- Counselors will ask for identification until they know you and the other people listed by sight.
- If you need to have someone who is not listed to pick up your child, written, signed notice must be given. The person listed will be asked to show a photo identification upon pick up.
- If a parent has been denied access to a child by court order, the center needs to be given a copy of this documentation and it will remain on file.
- Children cannot be released to siblings unless the sibling is at least 16 years of age.
- Children are not allowed to walk home and the YMCA Staff may not transport children in their cars.

Written notice must be given if a child is to leave with someone other than the parents or those listed on the authorization section of the Registration Form. In the event of an emergency, parents may fax or email signed permission for someone other than them or an authorized adult to pick up a child. Please tell the person picking up your child that they must provide photo identification to the staff before the child will be released.

RELEASE OF CHILD

If the parent or person authorized to pick-up the child appears to be physically or emotionally impaired to the extent that the welfare of the child is in danger the following steps will be taken:

1. The child will not be released to that person;
2. Staff members will try to contact alternate persons authorized to pick-up
3. If staff is unable to make alternate arrangements, a staff member will call the Division of Youth and Family Services, 24-hour Child Abuse Hotline to seek assistance in caring for the child.

All parents, guardians and individuals authorized to pick up your child 18 years of age and older will be required to go through our Sex Offender screening process. All visiting individuals 18 and over must provide a government issued photo ID upon entry to any of our YMCA facilities, programs or services.

All parents, guardians and individuals 18 years of age and older are required to be Community Members and required to sign The Gateway Family YMCA's Guest Waiver.

Every individual is REQUIRED to present and scan a YMCA Membership Card, Mobile App or Barcode on EVERY visit. This card must be paired with a current photo in our system and includes all parents, guardians and individuals walking children into class or child care on every visit.

LATE PICK UP FEE

If your child is not picked up by the end of the program in which they are registered, you will be charged a late fee of \$25 per every 15 minutes late and these procedures will be followed:

1. Child will be supervised at all times by at least 2 staff;
2. Staff members will attempt to contact parent or persons authorized to pick-up child;
3. If after an hour no one can be contacted, the YMCA staff member will call the Division of Youth and Family Services' 24-hour Child Abuse Hotline (800) 792-8610 to seek assistance in caring for the child until someone can be contacted to pick-up the child.

SPENDING MONEY

No additional spending money is typically needed at summer camp. Please do not send money. The only exception would be if there is a specific event that may require additional money, in this case you would be specifically notified by a director with information regarding the event.

POLICY ON CHILDREN SUPERVISION

- We maintain a 1:10 staff/camper ratio and always require a minimum of 2 staff members at all times in each camp group.
- Each week, each camper will be assigned to a specific age-appropriate camp group with the same group of campers and staff members for that week.

MEALTIME AND NUTRITION

The YMCA will not be providing food, snacks or beverages. Parents must provide all meals, snacks and beverages.

- At our Y, it is very important that we promote healthy eating habits to our children and families.
- The Gateway Family YMCA prohibits serving snacks high in sugar or fat and all fried foods. This includes all parties and special events.
- Children should bring a refillable water bottle and any beverages they will need for the day.
- We are not able to microwave or refrigerate lunches (unless there is a dietary need) during the day so please send your child with non-perishable lunches and include ice packs.

DRESS CODE AND GROOMING

- The dress code at the YMCA Summer Camp is comfortable clothing and closed-in, soft-sole shoes. At camp, we want to give children the opportunity to explore, create and be involved in real life experiences. It is expected that your child's clothes may become soiled throughout these experiences. Please dress your child ready for play!
- Ensure that your child is dressed in clothing that is appropriate to the current weather conditions.

HEALTH GUIDELINES

The center is licensed and equipped to care for children in good health. Parents and staff, working together, promote the child's total well-being.

HEALTH REQUIREMENTS

- Each child must have a completed health form on file signed by a physician, and all immunizations must be recorded and up to date prior to admission. Immunization records will need to be updated each time a child receives additional immunizations.
- Children are not to be sent to the center if they have any of the following symptoms: fever or headache, rashes or inflamed skin, nausea or vomiting, abdominal pains, diarrhea, sore throat, earache, inflammation of the eyes, enlarged glands, or persistent coughing.
- If a child develops any of the above symptoms while in the YMCA's care, the parent will be notified to have the child picked up immediately. Doctor's permission may be required for the child to return to the program in some cases.
- As a precaution and in compliance to the State Law, prescription medication only will be administered. The medication must be stored in the original container, labeled with the child's name, the name of the medicine, date of prescription, and directions. Parents are required to complete a Medication Permission Form. Over the counter medications will not be administered.
- Included on the registration form is a section titled, "Permission for Emergency Medical Care." It is imperative that this area be signed so that in the event of an emergency situation we can obtain medical treatment for your child.

We care deeply about the health of all children in our center. Please help us prevent the spread of infection to other children and teachers by keeping ill children at home until symptoms are gone.

RETURN TO CAMP FOLLOWING ILLNESS

Children must be symptom-free for 24 hours or have a physician's note stating that the child poses no risk to others. In the event the child has diarrhea two times during one day of care, the child will be required to be picked up and not return for 24 hours from the last loose stool movement. The YMCA reserves the right to require a physician's note. It is especially important that the parents let the center know of any contagious illness to which their child has been exposed or has contracted. The center will also keep parents informed of any contagious illnesses which might be "going around" that will be in need of special attention by a physician. In this case, children who have any communicable diseases will not be allowed to remain or return to the YMCA without a physician's note stating that there is no risk to others.

GUIDELINES ON THE MANAGEMENT OF COMMUNICABLE DISEASES

If a child exhibits any of the following symptoms, the child should not attend the center. If such symptoms occur at the center, the child will be removed from the group, and parents will be called to take the child home.

Severe pain or discomfort
Acute diarrhea
Episodes of acute vomiting
Elevated temperature of 100.4 Degrees
Lethargy
Severe coughing
Yellow eyes or jaundice skin
Red eyes with discharge
Infected, untreated skin patches
Difficult or rapid breathing
Skin rashes in conjunction with fever or behavior changes
Skin lesions that are weeping or bleeding
Mouth sores with drooling
Stiff neck

Once the child is symptom-free, or has health care provider's note stating that the child no longer poses a serious health risk to himself/herself or others, the child may return to the center.

COMMUNICABLE DISEASES

The following provisions relate to excludable communicable diseases. The center shall not permit a child or staff member with an excludable communicable disease, as specified in the table below, to be admitted to or remain at the child care center until a note from the child's or staff member's licensed physician states that the child or staff member, respectively, has been diagnosed and presents no risk to himself, herself or to others.

Respiratory Illnesses Contact Illnesses

Chicken Pox**
Impetigo
German Measles*
Lice
Hemophilus Influenzae*
Scabies
Measles*
Shingles
Meningococcus*

Gastrointestinal Illnesses

Campylobacter*
Escherichia coli*
Giardia Lamblia*
Hepatitis A*
Salmonella*

Mumps*
Strep Throat
Tuberculosis*
Whooping Cough*
COVID-19

Shigella*

**Reportable diseases will be reported to the health department by the center.*

***Note: If a child contracts chicken pox, a health care provider's note is not required for re-admitting the child to the center.*

A note from the parent is required stating either that at least six days has elapsed since the onset of the rash, or that all sores have dried and crusted.

EMERGENCY MEDICAL CARE

If emergency medical care is necessary, any of the following steps might be taken:

- Attempt to contact parent or guardian.
- Attempt to contact person on the emergency form.
- An ambulance or paramedic may be summoned.

A trained staff member in CPR and First Aid is available at all times. Parents are always contacted by phone.

BEHAVIOR GUIDELINES

Disagreements and conflicts occur in every group at one time or another. The staff member with your child will use these opportunities to help children learn how to get along with others. When program rules are broken, for example if a child hits another child or misuses classroom property, the teacher utilizes problem-solving techniques. This includes talking with the children and helping them to decide how to solve the problem. If problems continue, the teacher may request the involvement of the parent/guardian and other staff members.

Staff members strive to develop an atmosphere of mutual respect in the program spaces. Positive reinforcement, encouragement, and recognition of positive behavior are strategies used to accomplish this goal.

If a child is consistently a physical or verbal danger to other children, themselves or staff (hitting, pinching, throwing objects, etc.), the following will occur:

- The staff members will notify the parents/guardians that a problem exists and ask for their help. This help may include being asked to come in and pick up their child.
- If the behavior continues, the Director or her/his designee will observe the child's behavior in the camp; the staff will be instructed to shadow the child; and a conference will be scheduled between parents/guardians, teacher and

Director or her/his designee. The Director may suggest that the child be evaluated and a Behavioral Intervention Plan be developed and implemented before the child can return to the program.

- If the parents/guardians refuse to cooperate or work together as a team the child's behavior continues to be a danger to other children, themselves, or staff, the child may be permanently removed from our program.
- If a child's behavior results in causing purposeful physical harm to others or jeopardizes their own or others safety, the center reserves the right to immediately terminate the child's enrollment.

We work to maintain a positive atmosphere with emphasis on our four core values of Character Development: Caring, Honesty, Respect and Responsibility.

The rules for the children are:

- I will respect each other's feelings and property by not fighting, hitting, biting or touching another person or their belongings.
- I will listen when someone is talking.
- I show care about my teachers and classmates.
- I will use "words" to tell another person how you feel.
- I will get the help of the teacher if someone is bothering or upsetting me.
- I will try my best to be kind, considerate and helpful.
- I will respect the classroom by helping to clean-up and by handling the supplies and equipment properly and carefully.

POSITIVE GUIDANCE

A positive approach is used to guide the children; each situation and child is handled individually. Under no circumstances will corporal punishment be used for behavioral management. Methods used include:

- Redirection: Guiding a child into acceptable options when engaged in an unacceptable activity.
- Logical and Natural Consequences: Use discovered opportunities to make children aware of consequences.
- Limit Setting: Boundaries are developed by the Counselor for the children as a group and for individual children according to each situation.
- Be Clear: Make sure children know what behavior is and is not acceptable.
- Modeling Behavior: Counselors will demonstrate appropriate ways of interacting with others.
- Providing Choices: Appropriate choices are outlined and children are encouraged to make their own decisions.
- Be Ready: Plan and prepare the environment to limit negative behavior.

- Positive Reinforcement: Use of encouragement and support when addressing behaviors.

In the event that a situation develops where a family is considered difficult to deal with, the YMCA reserves the right to require the family to withdraw their child (ren) immediately without notice. Examples of "difficult to deal with" include, but are not limited to:

- Arriving at the YMCA impaired and attempting to remove their children from the program.
- Being abusive to staff members and/or other program participants.
- Failing to adhere to YMCA policies listed in this parent handbook

TECHNOLOGY GUIDELINES

Families entrust their children to the YMCA's care for childcare, camp and other youth programs. Our promise to these families is that we will provide a safe environment in which all participants are treated in a caring, honest, respectful and responsible way. Our mission commands us to "build a healthy spirit, mind and body for all."

The YMCA does not mean to interfere with anyone's private life, but publicly observable communications, actions or words are not private. Parents/Guardians need to use good judgment and discretion when posting pictures of participants. If you want something to be private, do not expose it to public access. If you or your words are in public, make sure they are not interfering with the privacy of other participants and families.

POLICY ON PARENT COMMUNICATION AND INVOLVEMENT

Parents, parent volunteers, and/or observations are always welcome at our center and parents may always call with any questions. We encourage parents to share their ideas and concerns with us at any time. A weekly email will be sent to parents on Fridays with information about the upcoming camp week. Correspondence about any concerns is generally in the form of verbal conversations at pick-up or by phone. Special events, school closings and other program notifications may also be shared via email.

ATTENDANCE

Our program is open all dates between June 22nd-August 28th that the camp program is running. Your child will need to be registered for each week he or she is attending.

If your child will be absent due to illness for a period of time, please notify the center as to the reason of the absences. You may be required to submit proper documentation, *i.e. Physicians return to School slip*, before returning.

There are no refunds or credits for absences.

LOST & FOUND/ PERSONAL ITEMS

We ask that any personal belongings be labeled with permanent marker. We also ask that toys such as toy guns, swords, action figures or any electronic games be left at home. We do not wish to have toys that promote violence in our Summer Camp Center. Toys such as dolls, puzzles, books or games would be appropriate, however, bringing toys from home is discouraged as they can get lost, broken, and cannot be shared between children.

There will be a lost and found area at camp. Please check with the staff if your child is missing something. The contents of the lost and found will be discarded or donated to charity at the end of each season.

The Gateway Family YMCA is not responsible for lost or stolen items.

LICENSING REQUIREMENTS

A Camp Director, who has supervisory experience as well as experience working with children, leads our staff. A Group leader and Assistants who ensure quality programming leads each camp group. All staff members are selected based on their previous experience, education, desire to work with children, and attitude.

As a condition of employment, staff must successfully complete a state criminal background check, national sex offender check, fingerprinting, pre-employment drug screening and reference checks prior to being hired.

CONFIDENTIALITY

We maintain confidentiality and respect each family's right to privacy refraining from disclosure of confidential information and intrusion into family life. However, when we are concerned about a child's welfare, it is permissible to reveal confidential information to agencies and individuals who may be able to act in the child's interest, i.e. NJ Office of Child Care Licensing.

COURT ORDERS

In cases where an enrolled child is the subject of a court order (i.e.: Custody Order, Restraining Order or Protection from Abuse Order) the YMCA must be provided with a certified copy of the most recent order and all amendments thereto. The orders of the court will be strictly followed unless the custodial parent(s) request a more liberal version of the order in writing. In the case where both parents are afforded shared/joint custody by order of the courts, both parents must sign the request for more liberal interpretation of the order. In absence of a court order on file with the YMCA, both parents shall be afforded equal access to their child as stipulated by law. The YMCA, without a court order, cannot limit the access of one parent by request of the other parent, regardless of the reason. If a situation presents itself, where one parent does not want the other parent to have access to their child, we suggest that the parent keep the child with them until a court order is issued. If conflicting court orders are present, the most recently dated court order will be followed. Once presented with a Protection from Abuse or a Restraining Order, the YMCA is obligated to follow the order for the entire period it is in effect. Employees of the YMCA cannot at the request of anyone, except the issuing judge, allow the orders of the court to be violated.

STANDARDS OF ETHICAL BEHAVIOR – CHILD ABUSE PREVENTION

Affectionate touch and the warm feeling it brings is an important factor in helping a child grow into a loving and peaceful adult. Gentle touch, hugging and holding are important and memorable parts of YMCA childcare experiences. However, YMCA staff and volunteers need to be sensitive to each person's need for personal space, i.e. not everyone wants to be hugged. Periodic training will be sponsored for YMCA employed staff and program volunteers on the subject of appropriate touch, inappropriate touch, and child sexual abuse.

The Gateway Family YMCA encourages appropriate touch. However, at the same time we not only discourage inappropriate touch but will take prompt and immediate action as follows:

1. At the first report or probable cause to believe that child sexual abuse has occurred, the staff person, to whom the incident has been reported to, will notify the Childcare Director in the Center. The Childcare Director will report the incident to the Branch Director. The Branch Director, the Childcare Director, and the staff reporting the incident will gather all the facts and the Branch Director will notify the Chief Executive Office of The Gateway Family YMCA.
2. The Child Care Director will make a report in accordance with the New Jersey Child Abuse and Neglect Law (P.S. 1974, amended by P.L. 197).209).
3. In the event the reported incident or incidents involve a program volunteer or employed staff person, the Branch Director will, without exception, suspend the program volunteer or employed staff person from the YMCA.
4. The parent/guardian of the child, or children involved in the alleged incident, will be promptly notified by the Branch Director.
5. Whether the incident or alleged offense takes place on or off YMCA premises, because of the youth-involved nature of the YMCA, it will be considered as job related.
6. Reinstatement of the program volunteer or employed staff person will occur only after all allegations have been cleared to the satisfaction of the persons named in item #1 above or designated legal advisor.
7. All YMCA staff and volunteers must be sensitive to the need for confidentiality in handling this information and therefore should only discuss the incident with the persons named in item #1 or designated legal advisor.
8. All full and part-time childcare employees must read and sign this policy.
9. This policy statement will be reviewed and updated by the YMCA's Constituency Committee.

Child abuse can take many forms: "In general, abuse refers to acts of commission such as beating, excessive corporal punishment, or inappropriate sexual activity"- New Jersey Department of Education, Policy and Procedures for Reporting Child Abuse.

EXPULSION POLICY

The Center will make every effort to encourage appropriate and considerate behavior in individual children. Growing is difficult, and all children have setbacks, bad days and sometimes traumatic life experiences, which affect their behavior. Staff members are provided with training and guidance in positive supervision as outlined in the program discipline policy.

Occasionally, when an individual child's behavior proves to be consistently disruptive, and/or demands so much individual attention that supervision of the entire group is compromised, the following actions may be required:

1. Staff will document the child's behavior and the staff's actions to modify the behavior;
2. Parents will be provided with a written notification requesting a conference with the parent(s), the child and the staff to address the problem;
3. Staff will implement a plan mutually agreed upon with the parent(s) and the child to modify the child's behavior;
4. A second conference will be arranged to provide positive feedback for further planning, if necessary;
5. If all attempts, as outlined above, result in little or no change in the child's behavior, the Center reserves the right to suspend child care services to the family for a period of one week. At this time, parents will be required to pay tuition in order to reserve the child's space in the program;
6. If upon returning to the program, the child's behavior continues, the Center reserves the right to terminate the child's enrollment with one week's notice to the parent(s);

If a child's behavior results in causing purposeful physical harm or impacting the safety of the child, other children or staff the Center reserves the right to immediately terminate the child's enrollment.

INFORMATION TO BE REPORTED TO THE DIVISION OF YOUTH & FAMILY SERVICES

Verbally within 24 hours:

- ✓ Injury or illness that results in the admittance to a hospital or death of a child.
- ✓ Occurrence of a reportable disease.
- ✓ Change in use by other occupants of a multi-use building in which center is located.
- ✓ Permanent closing of the center.
- ✓ Damage to premises of the center caused by fire, accident or the elements.
- ✓ Proposed use of emergency space including use of rooms not approved by local municipal officials or the Bureau.
- ✓ Any criminal conviction(s) or guilty plea(s) of the sponsors, Director, or any staff member.

Department of Children and Families
Office of Licensing
INFORMATION TO PARENTS

Under provisions of the **Manual of Requirements for Child Care Centers (N.J.A.C. 3A:52)**, every licensed child care center in New Jersey must provide to parents of enrolled children written information on parent visitation rights, State licensing requirements, child abuse/neglect reporting requirements and other child care matters. The center must comply with this requirement by reproducing and distributing to parents and staff this written statement, prepared by the Office of Licensing, Child Care & Youth Residential Licensing, in the Department of Children and Families. In keeping with this requirement, the center must secure every parent and staff member's signature attesting to his/her receipt of the information.

Our center is required by the State Child Care Center Licensing law to be licensed by the Office of Licensing (OOL), Child Care & Youth Residential Licensing, in the Department of Children and Families (DCF). A copy of our current license must be posted in a prominent location at our center. Look for it when you're in the center.

To be licensed, our center must comply with the Manual of Requirements for Child Care Centers (the official licensing regulations). The regulations cover such areas as: physical environment/life-safety; staff qualifications, supervision, and staff/child ratios; program activities and equipment; health, food and nutrition; rest and sleep requirements; parent/community participation; administrative and record keeping requirements; and others.

Our center must have on the premises a copy of the Manual of Requirements for Child Care Centers and make it available to interested parents for review. If you would like to review our copy, just ask any staff member. Parents may view a copy

of the Manual of Requirements on the DCF website at <http://www.nj.gov/dcf/providers/licensing/laws/CCCmanual.pdf> or obtain a copy by sending a check or money order for \$5 made payable to the "Treasurer, State of New Jersey", and mailing it to: NJDCF, Office of Licensing, Publication Fees, PO Box 657, Trenton, NJ 08646-0657.

We encourage parents to discuss with us any questions or concerns about the policies and program of the center or the meaning, application or alleged violations of the Manual of Requirements for Child Care Centers. We will be happy to arrange a convenient opportunity for you to review and discuss these matters with us. If you suspect our center may be in violation of licensing requirements, you are entitled to report them to the Office of Licensing toll free at 1 (877) 667-9845. Of course, we would appreciate your bringing these concerns to our attention, too.

Our center must have a policy concerning the release of children to parents or people authorized by parents to be responsible for the child. Please discuss with us your plans for your child's departure from the center.

Our center must have a policy about administering medicine and health care procedures and the management of communicable diseases. Please talk to us about these policies so we can work together to keep our children healthy.

Our center must have a policy concerning the expulsion of children from enrollment at the center. Please review this policy so we can work together to keep your child in our center.

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Parents are entitled to review the center's copy of the OOL's Inspection/Violation Reports on the center, which are available soon after every State licensing inspection of our center. If there is a licensing complaint investigation, you are also entitled to review the OOL's Complaint Investigation Summary Report, as well as any letters of enforcement or other actions taken against the center during the current licensing period. Let us know if you wish to review them and we will make them available for your review or you can view them online at https://data.nj.gov/childcare_explorer.

Our center must cooperate with all DCF inspections/investigations. DCF staff may interview both staff members and children.

Our center must post its written statement of philosophy on child discipline in a prominent location and make a copy of it available to parents upon request. We encourage you to review it and to discuss with us any questions you may have about it.

Our center must post a listing or diagram of those rooms and areas approved by the OOL for the children's use. Please talk to us if you have any questions about the center's space.

Our center must offer parents of enrolled children ample opportunity to assist the center in complying with licensing requirements; and to participate in and observe the activities of the center. Parents wishing to participate in the activities or operations of the center should discuss their interest with the center director, who can advise them of what opportunities are available.

Parents of enrolled children may visit our center at any time without having to secure prior approval from the director or any staff member. Please feel free to do so when you can. We welcome visits from our parents.

Our center must inform parents in advance of every field trip, outing, or special event away from the center, and must obtain prior written consent from parents before taking a child on each such trip.

Our center is required to provide reasonable accommodations for children and/or parents with disabilities and to comply with the New Jersey Law Against Discrimination (LAD), P.L. 1945, c. 169 (N.J.S.A. 10:5-1 et seq.), and the Americans with Disabilities Act (ADA), P.L. 101-336 (42 U.S.C. 12101 et seq.). Anyone who believes the center is not in compliance with these laws may contact the Division on Civil Rights in the New Jersey Department of Law and Public Safety for information about filing an LAD claim at (609) 292-4605 (TTY users may dial 711 to reach the New Jersey Relay Operator and ask for (609) 292-7701), or may contact the United States Department of Justice for information about filing an ADA claim at (800) 514-0301 (voice) or (800) 514-0383 (TTY).

Our center is required, at least annually, to review the Consumer Product Safety Commission (CPSC), unsafe children's products list, ensure that items on the list are not at the center, and make the list accessible to staff and parents and/or provide parents with the CPSC website at <https://www.cpsc.gov/Recalls>. Internet access may be available at your local library. For more information call the CPSC at (800) 638-2772.

Anyone who has reasonable cause to believe that an enrolled child has been or is being subjected to any form of hitting, corporal punishment, abusive language, ridicule, harsh, humiliating or frightening treatment, or any other kind of child abuse, neglect, or exploitation by any adult, whether working at the center or not, is required by State law to report the concern immediately to the *State Central Registry Hotline*, toll free at (877) NJ ABUSE/(877) 652-2873. Such reports may be made anonymously. Parents may secure information about child abuse and neglect by contacting: DCF, Office of Communications and Legislation at (609) 292-0422 or go to www.state.nj.us/dcf/.

