

Child Safety Policy

Because our first and most important customers are children, we put their safety first. To protect the kids in our programs, we have developed the following guidelines:

- Listen to each child
- Value every child
- Provide a safe environment and activities
- Protect our students' privacy
- Carefully recruit and screen mentors
- Act on any concerns our kids or their caregivers have
- Require kids to treat each other and their environment with respect

To further protect the kids in our programs, we have implemented the following guidelines.

Monitoring and Supervision

One or more Board members will be present at every LEARN event. Board members and mentors must pass a criminal background check and undergo safety training. They will work together to supervise the volunteers who work on short-term projects, and they will make every effort to ensure no child is left alone with a volunteer or stranger.

Large, Public Events

Because events like City Imagination and the Engineering Extravaganza often attract hundreds of kids, we require parents to remain with their children. Rather than drop-off their kids, parents are encouraged to get involved and play/work with their children. Parents and guardians must sign a release form prior to entering each event that indicates that they understand their child(ren) will remain in their custody during the event and they absolve LEARN, its representatives and its sponsors of any responsibility for the care and safety of their child(ren).

If a child is found unattended, a Board member will attempt to locate or call the parent/guardian. If a caregiver cannot be found within fifteen minutes, a Board member will contact the police. Under no circumstances will a mentor or Board member transport the child to another location.

In addition, because these events are so huge, we often request volunteers from sponsor organizations. Because we do not always meet these volunteers until the day of the event, we require that they never work alone with a child or children. And, we require them to sign a Code of Conduct and Liability Release form.

Drop-Off Events

While we welcome parent/guardian participation in all our programs, LEARN, at its discretion, permits parents to drop-off kids for classes and other small programs. In these instances, two or more Board members and/or mentors will guide and support for the children in the program. Parents and children must also sign a Code of Conduct and Liability Release form. The Code of Conduct specifies what behavior is expected of everyone involved in our programs, and the Release form absolves LEARN, its representatives and its sponsors of any responsibility for injury or other harm the child may suffer while in our care.

Disruptive or Dangerous Behavior

To create a warm and cordial atmosphere for all our customers, we require everyone to behave safely and appropriately. No one will be allowed to fight, use abusive language or engage in any other unacceptable behavior at one of our events or programs. For less dangerous behaviors, a LEARN Board member and/or his/her designee will ask the perpetrator(s) to stop. If those involved are children, the LEARN representative may offer to help resolve the conflict. If the behavior does not stop or is repeated, the perpetrator(s) may be asked to leave. If violence is involved, no warning may be given. The perpetrator(s) may simply be asked to leave. If the problem is serious, the Board may – at its discretion – decide to no longer allow the perpetrator(s) to register for future events and programs.