

OF THE HIGHLAND LAKES

**Child Safety Policy**

Oversight

Board of Directors

Facilities & Safety Committee – Jason Cullison, Chair

Annual Background Checks\*

All employees

All Board and Council Members

All volunteers that have a direct and repetitive contact with children

Drug Testing

All employees upon hiring

At any time there after – random or on request

Training

Employees and Board

*Safe Guarding Kids*

*DFPS – Standards of Care*

Enhanced Training

Employees

*Physical, Emotional & Sexual Abuse Identification & Prevention*

In partnership with the Hill Country Children’s Advocacy Center

Monthly Reinforcement

Sr. Staff Meetings (September – May)

Board Meetings (January – December)

Committee Report

Boys and Girls Club of America

Mandatory Annual Safety Assessment

Any former Club staff seeking employment must have a reference from the previous Club.

\*Boys & Girls Club of the Highland Lake is exploring a Background Check Service that provides immediate notification of arrested individuals.