

GREAT FUTURES START HERE.



POL 014-3 Minors as Employees and Volunteers

The Boys & Girls Clubs of Mid Central Coast (BGC MCC) is committed to strive to ensure the safety of its members, staff and volunteers.

It is the policy of BGC MCC not to employ youth under the age of 18, nor accept youth under the age of 18 as Volunteers.

BGC MCC will, on occasion, designate younger club members as youth workers (Work-based learning program participants). They are never the responsible party or disciplinarian for any activity of other club members. No background checks are required for these club members.

Parental consent is obtained before youth are assigned activities.

Per BGCA Guidelines, Youth workers participate in organization-led activities accordingly:

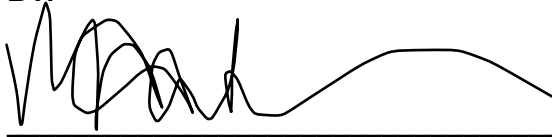
- Youth Workers 15 years old or older:
 - They are assigned activities on a daily basis; no long term or permanent assignments are made. Youth are directly supervised, monitored and report to a designated adult supervisor.
 - They are only responsible for the work activities assigned to them by their supervisor.
 - They can work directly with other youth, but not their age group.
 - They are trained on appropriate safety policies, such as One-on-One Interaction (POL 003); Restrooms (POL 001), Bullying (POL 007) and Incident and Mandated Reporting (POL 010).
 - Youth workers who observe or suspect safety incidents, critical or other, will report them immediately to their supervisor.
- Youth Workers <15 years of age:
 - No additional safety training is required beyond that of required member training.
 - They do not work directly with other youth.
 - They are assigned clerical or other (helper) jobs, not interacting with other youth.
 - They are assigned activities on a daily basis and monitored by an adult supervisor.
 - Youth workers who observe or suspect safety incidents, critical or other, will report them immediately to their supervisor.

Participation in other club programs is encouraged when not engaged in work-based learning assignments.

Reviewed and Approved: Initial implementation of policy

Date: 02 / 19 /

BY:



Chief Executive Officer

Debbie Perrault

Board Chair (Board Approval)