

CHILD SAFETY AND PROTECTION POLICY

Artistic Fusion Performing Arts Cooperative

1. Commitment to Safety

The Corporation is committed to providing a safe environment for all participants, particularly minors.

2. Scope

This policy applies to:

- Directors
- Volunteers
- Instructors
- Any individual interacting with minors

3. Screening Requirements

The Corporation shall implement reasonable screening procedures, which may include:

- Application and reference checks
- Background checks where appropriate
- Review of prior experience

4. Supervision Standards

- No adult shall be alone with a minor in a private setting
- At least two adults should be present during activities whenever possible
- Open, observable environments are required

5. Physical and Behavioral Boundaries

Prohibited behaviors include:

- Inappropriate physical contact
- Verbal abuse, bullying, or intimidation
- One-on-one unsupervised interactions

6. Communication Guidelines

- Communication with minors should include parents/guardians when possible
- No private or secret communications

7. Mandatory Reporting

Any suspicion of abuse must be reported immediately to:

- Appropriate authorities (as required by Iowa law)
- The Board President

8. Incident Reporting

All incidents must be documented and reviewed by the Board.

9. Training and Awareness

The organization shall provide basic training or guidance to volunteers and staff regarding:

- Appropriate conduct
- Reporting procedures

10. Enforcement

Violation of this policy may result in:

- Immediate removal
- Reporting to authorities