

YOUTH COACH'S AGREEMENT

- I affirm that I have read, understood, and will abide by The Geneva School Child Abuse Prevention Policy.
- I affirm that at no time in the past have I been guilty of engaging in conduct that would fall within the definition of child abuse or professional misconduct.

Yes No

- I affirm that I have read and understood the ***Injury? Here's What to Do*** instructions (below) and will follow them in case of a student injury.

Understood and Agreed:

COACH'S SIGNATURE

DATE

COACH'S NAME (printed)

YOUTH COACH'S CONFIDENTIALITY AGREEMENT

- The nature of services provided by The Geneva School requires that information be handled in a private, confidential manner.
- While acting as a coach, you may hear, see, have access to, work with and be responsible for projects and information that are proprietary and confidential. Coaches are directed, therefore, not to discuss, reveal or divulge in any way proprietary information with or to other coach or employee of The Geneva School or persons outside the employment of The Geneva School. Examples of proprietary information include but are not limited to family situations, medical conditions, and financial status of students and/or employees.
- The undersigned individual agrees to follow this confidentiality agreement and will speak to his or her supervisor if there are questions regarding the disclosure of information.

COACH'S SIGNATURE

DATE

COACH'S NAME (printed)

THE GENEVA SCHOOL

CHILD ABUSE PREVENTION POLICY

PURPOSE: It is the purpose and intent of The Geneva School to provide a safe, secure environment to teach and care for the students of our school family.

GOALS: Our goals are to protect children from sexual abuse, child molestation or any type of inappropriate sexual behavior by employees or volunteers in this school; to protect employees and volunteers from false accusations; and to make the staff aware of signs that may indicate abuse by others.

DEFINITIONS

For the purpose of this policy, a **Minor Child** is any individual under the age of 19 years.

Abuse means any willful act or threatened act that results in any physical, mental, or sexual injury or harm that causes or is likely to cause the child's physical, mental, or emotional health to be significantly impaired. Abuse of a child includes acts or omissions. Corporal discipline of a child by a parent or legal custodian for disciplinary purposes does not in itself constitute abuse when it does not result in harm to the child.

Neglect occurs when a child is deprived of, or is allowed to be deprived of, necessary food, clothing, shelter, or medical treatment or a child is permitted to live in an environment when such deprivation or environment causes the child's physical, mental, or emotional health to be significantly impaired or to be in danger of being significantly impaired. Neglect of a child includes acts or omissions.

Abandoned or "abandonment" occurs when the parent or legal custodian of a child or, in the absence of a parent or legal custodian, the caregiver, while being able, makes no provision for the child's support and has failed to establish or maintain a substantial and positive relationship with the child.

CHILD ABUSE: WHAT TO LOOK FOR

Child Abuse manifests itself in a number of ways, including physical, emotional, sexual, and neglect issues.

Signs of Physical Abuse

The Child may have unexplained:

- bruises, welts, cuts, or other injuries
- broken bones
- burns

A child experiencing physical abuse may:

- seem withdrawn or depressed
- seem afraid to go home, may run away or show anxiety when approaching school campus or classroom
- shy away from physical contact
- be nervous or show hostile behavior toward adults
- wear inappropriate clothing to hide injuries

Signs of Neglect

The child may have:

- unattended medical needs
- little or no supervision at home
- poor hygiene
- appear underweight

A child experiencing neglect may:

- be frequently tired or hungry

- steal food
- appear overly need for adult attention

WHAT IS CHILD SEXUAL ABUSE?

1. Child Sexual Abuse is a Crime

“Child sexual abuse is a criminal behavior that involves children in sexual behavior for which they are not personally, socially, and developmentally ready.” (Church Law & Tax Report, *Reducing the Risk of Child Sexual Abuse in Your Church*, 1993, p. 13)

2. General Definition

A general definition of child sexual abuse consists of “any form of sexual contact or exploitation in which a minor is being used for the sexual stimulation of the perpetrator.” (Church Law & Tax Report, *Reducing the Risk of Child Sexual Abuse in Your Church*, 1993, p. 13)

3. Common Definition

“Any sexual activity with a child—whether in the home by a caretaker, in a day care situation, a foster/residential setting, or in any other setting, including on the street by a person unknown to the child. The abuser may be an adult, an adolescent, or another child, provided the child is four (4) years older than the victim.” (National Resource Center on Child Abuse, 1992)

Signs of Sexual Abuse

- The child may have:
 - torn, stained or bloody underwear
 - trouble walking or sitting
 - pain or itching in genital area
 - a sexually transmitted disease

A child experiencing sexual abuse may:

- have unusual knowledge of sex or act seductively
- fear a particular person
- seem withdrawn or depressed
- gain or lose weight suddenly
- shy away from physical contact
- run away from home

Look for the Patterns

Serious abuse usually involves a combination of factors. While a single sign may not be significant, a pattern of physical or behavioral signs is a serious indicator and should be reported.

If a child tells YOU about abuse:

- Be a good listener. Show that you understand and believe what the child tells you. Encourage, but don't pressure him/her to talk. Ask open ended questions.
- Be supportive. Tell the child he/she did the right thing by coming to you. Stress that he/she is not to blame. Let the child know that you want to help.
- Don't overreact. This can frighten the child or prevent him/her from telling you more. Do not talk negatively about the suspected abuser in front of the child.
- Document and report it. Document your conversation as soon as you can. If possible, write down the child's exact words.
- Don't delay. Never assume someone else will report the abuse. The sooner it's reported, the sooner the child and their family can be helped.

EMPLOYEE/COACHES DUTIES

All employees must report any actual or suspected child abuse, abandonment or neglect to the Headmaster or Dean of Students. This contact person will discuss the situation to ensure that the appropriate reports, if any are needed, are completed. They will also call the statewide toll-free abuse hotline number (1-800-96-ABUSE) or report it online at: <http://www.dcf.state.fl.us/abuse/report>, if needed. Employees will comply with child protective investigations.

The Geneva School agrees to indemnify the “employee” for “defense costs” for alleged abusive conduct with a maximum benefit of \$25,000. If, however, there is an adverse judgment, the “employee” agrees to repay The Geneva School or their insurance carrier for said costs.

INJURY? HERE’S WHAT TO DO

Every minute counts after someone suffers a serious injury.

- Assess the situation and determine the severity of the injury:
 - Use the first aid kit provided if minor injury has occurred (scrapes, bruising, etc.).
 - If the injury needs urgent medical attention you cannot provide (stitches, concussion, etc.) call the athletes parents immediately. Remove child from play and wait for parent to pick up the athlete.
 - If the incident is an emergency (child’s unconscious, mentally confused, compound fracture—bone protruding from skin) dial 911.
- There are additional ice packs located in the lower freezer section of the white refrigerator in the school kitchen.
- Complete the **Accident/Incident Report** (available on the forms page of the website) and turn into Lou Jones, TGS school nurse (mljones@genevaschool.org) within 24 hours of the accident/injury.
- Let Edgar Lane, the safety coordinator (ehlane@genevaschool.org), know if any tools or equipment were involved in the accident, especially if they were faulty.