

## Child Protection Policy

1. Hiring procedure:
  - a. Interview
  - b. Personal & Professional References Checked
  - c. Background check thru National Center for Safety Initiatives [www.ncsiafe.com](http://www.ncsiafe.com)
  - d. Each staff member is required to complete child protection and abuse prevention training thru Darkness to Light. <http://www.d2l.org> within the first 30 days of employment.
2. At no time is any student one-on-one with an instructor. Private lessons are discouraged. However, on occasion are allowed with proper supervision. (Minimum of two adults two female and/or one male, one female at all time in the facility anytime a student is present) Parents in general are required to stay at the facility during private lessons.
3. Participation of staff and students outside facility is prohibited
4. In the event of any concern employees and clients are empowered to report concerns to:

Colorado Department of Human Services  
Division of Early Care and Learning  
Attention: Complaint Intake  
1575 Sherman Street, 1<sup>st</sup> Floor  
Denver, CO  
Or call 202-866-3755 Monday thru Friday between 8am  
and 5pm

As a mom of three there is nothing more important to me than your child's safety. At Mountain Kids we go through great lengths to make sure our staff is knowledgeable, kind, safe and pass a full background check through the National Center for Safety Initiatives. For more information on our background process visit [www.ncsiafe.com](http://www.ncsiafe.com)