



## **Mountain Kids Child Protection Policy**

### **Hiring procedure:**

- Interview- We let any potential employees know that we take the safety of our students very seriously and that we practice body safety rules. We discuss appropriate touch/spotting of skills and consent. We determine if the candidate is a good fit for our culture of safety and professionalism.
- Personal & Professional References Checked
- We run a background check through the National Center for Safety Initiatives  
[www.ncsisafe.com](http://www.ncsisafe.com)
- 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.
- Key employees complete the Parenting Safe Children course as well to further understand how to be part of each family's body safety team.

## **Safety Policies for Instruction:**

- At no time is any instructor one-on-one with a child/student.
- 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.
- Coaching and/or socialization of staff and students outside facility is prohibited
- Teacher/student contact via social media, text or phone is prohibited
- We continue education through sharing of relevant articles, discussion and ongoing training through staff meetings and skill clinics.
- In the event of any concern, employees and clients are empowered to report concerns to:

Colorado Department of Human Services <http://co4kids.org/>

Division of Early Care and Learning

Attention: Complaint Intake

1575 Sherman Street, 1<sup>st</sup> Floor

Denver, CO or call 1-844-262-5437 Monday thru Friday between 8am and 5pm

- All concerns will be documented and communicated through the proper chain of command (to immediate manager on duty, then to owner.) Regarding any disclosures of abuse, we require immediate mandatory reporting by our staff to the proper authorities.

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 faculty receives continual education on all areas of childhood development,

gymnastics, ninja and dance training and prevention of child abuse/sexual abuse. In addition, I have an open door policy, any and all concerns should be brought to me and handled in an efficient and effective manner.



