

## **Executive Summary**

### **Children & Teens Safety and Protection Policy**

#### **Our Commitment to the Safety and Wellbeing of our Children and Teens**

CBS aims to provide children and teens with a positive and enriching Jewish, educational, spiritual, social and cultural environment that promotes their intellectual, moral and emotional growth. Providing for our children and teens' safety and security is the first step toward reaching those goals. To this end, we have established the CBS Children and Teens Safety Committee (CATS) to oversee the development, implementation and monitoring of an ongoing child safety and protection program at CBS. The policy provisions summarized here, along with educational trainings for the staff and congregation, are at the core of our child protection program. The full CBS Children and Teens Safety Policy, as well as this Executive Summary, will be posted on the CBS website and print copies will be available in the CBS office. To raise awareness and help create a safe environment for our children, educational opportunities will be offered and all CBS members will be asked to acknowledge that they have read and understood the Executive Summary.

#### **Interactions with our Children and Teens**

All members of the CBS community are required to conduct themselves in a manner consistent with being a positive role model (*Dugma Ishit*) for our children and teens.

- Interactions with children/teens related to CBS activities should take place in spaces that are both observable and interruptible. Adults should generally not be alone with an unrelated child unless it is unavoidable and the parent/guardian is aware of the situation.
- Touching a child in an appropriate manner should, to the extent possible, be done with parental consent, child consent and in the presence of others.
- Under no circumstances should a CBS community member behave in a way that could be considered to be, or could result in, sexual, physical or emotional abuse of a child/teen.
  - Sexual abuse includes, but is not limited to, an adult engaging a child/teen in sexual activity, voyeurism (spying on private or intimate behaviors), exposing part or all of an adult's naked body, performing sexual acts in front of a child, and grooming (use of seemingly innocent behaviors to gain

the trust and cooperation of a child or to establish a relationship with a child or the child's family for the purposes of one's own sexual gratification).

- CBS community members should refrain from making sexually suggestive comments or jokes with a child or in the presence of a child. Adults should not ask children about their sexuality or share information about an adult's intimate behaviors, relationships, desires, or body.
- Transportation (by foot or vehicle) of a child by a CBS staff member in connection with CBS-sponsored programs should be done with the permission of the parent/guardian (preferably in writing if possible). Whenever possible, there should be another adult or other children in the vehicle or on the walk.

### Screening, Hiring and Training of Staff and Volunteers

CBS Employees and Regular Youth Volunteers will be appropriately vetted so that CBS can provide a safe and nurturing environment for all of our children. Screening will include the following (depending upon the position applied for): completed application form, personal interview, reference checks and background check. Applicants will be informed during the initial conversation that CBS is vigilant in the protection of its children, will be provided a copy of the Children and Teens Safety and Protection Policy, and during the interview will be asked questions to determine the applicant's beliefs and values in relation to the treatment of children.

Staff, Regular Youth Volunteers, and members of CBS Committees that oversee children and teen activities will be required to sign an affirmation that they have read and agree to abide by the terms of the full Policy prior to beginning their duties and will receive annual training on this topic. Teen Leaders are required to sign an acknowledgement that they have read and agree to abide by the terms of the Teen Summary of the Policy.

### Reporting Policy Violations or Suspected Abuse

**If a child is in immediate danger, call 911.**

**Any potential violations of the Policy, boundary violations, suspected abuse, child safety concerns, or other allegations that might jeopardize the safety of a child, should be reported to CATS**, preferably in writing, using the CATS Policy Incident Report [insert link] or by email at [CATS@cbsteaneck.org](mailto:CATS@cbsteaneck.org). Proof or first-hand direct knowledge of a behavior or incident is not necessary to make a report. Such report is confidential and will be shared with CATS (and legal authorities if necessary).

**In New Jersey, any person having reasonable cause to believe that a child has been subjected to abuse or acts of abuse by a parent or caregiver should immediately report such information to NJ ABUSE at 1-877-652-2873.** If you are unsure if a report should be made to NJ ABUSE, or would like help making the report, please reach out to the Rabbi, CBS President, or CATS.

### **CATS Process for Addressing Violations**

CATS will initiate an internal investigation, which may include consultation or delegation to outside experts as needed.

Depending on the nature of the allegations and the findings by CATS, outcomes may include, but are not limited to, review of the Policy, a written warning, suspension and/or termination of responsibilities at CBS, assignment of a Shomer (supervisor), termination of employment, termination of CBS membership and/or exclusion from CBS activities (upon approval from the Board of Trustees).

CATS (in consultation with the President and Rabbi, and experts, as needed) will also address if and how individuals who pose a known or suspected risk to children (e.g., have been convicted of child abuse or have substantiated findings against them, have unresolved allegations of child abuse or have otherwise behaved in a manner that is potentially harmful to children) can be included in the CBS community. While inclusion is a core value of our community, in considering whether and how to integrate such individuals into our community, CBS will prioritize the safety of our children.

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Thank you for reviewing and acknowledging this Executive Summary and for your commitment to helping us maintain a safe and nurturing environment for the children and teens of our CBS community.