Greater Twin Cities Youth Symphonies
Child Protection Policy

The Greater Twin Cities Youth Symphonies ("GTCYS") seeks to ensure that young musicians who participate in any GTCYS programs may do so without fear of abuse. GTCYS seeks to create an environment of awareness and prevention, where those involved in administering GTCYS programs act in a manner that minimizes any opportunities for abuse to occur, and where allegations that may arise are addressed promptly.

Therefore, we, the Board of Directors of GTCYS, reaffirm this Policy for Child Protection this 26th day of August 2024.

Policy for Child Protection

1. For purposes of this policy, "adult" means any person 18 years of age or older.

2. Adult employees, contractors and volunteers of GTCYS who regularly work with students or other minors must meet the following qualifications:

- Successfully clear a background check review (including criminal history and the National Sex Offender database checks) upon appointment and approximately every 2 years thereafter; and
- Review, agree to abide by, and sign this policy.

The Executive Director will review all positions and identify those that must meet some or all of the above qualifications. Those positions that are subject to these prerequisites include, but are not limited to, conductors, regular coaches, specialists, tour chaperones, and interns. Adult employees, contractors and volunteers of GTCYS may also be required to participate in training sessions.

3. Short-term adult contractors or volunteers for whom it is not practicable to complete a background check must review and agree to abide by this policy. Any such individuals should be supervised by a GTCYS representative who has met the full qualifications set forth in Section 2 above.

4. For the protection of GTCYS, its students, staff, volunteers and contractors, adult individuals who work with GTCYS students will attempt to avoid potentially compromising situations in which abuse could occur and/or an allegation of abuse could arise. GTCYS promotes a "Rule of Three" culture where staff, volunteers and contractors are encouraged to avoid situations where one student or other minor is alone with one adult employee, contractor or volunteer.

When performing work on behalf of GTCYS, adult employees, contractors and volunteers should avoid situations where they are alone with a single student or other minor (unless the GTCYS employee, contractor or volunteer is the minor's parent or other relative). If situations arise when this is not possible (e.g., a parent is late to pick up a student after rehearsal and there are no other GTCYS representatives or students present), then the employee, contractor or volunteer should take precautions to remain in an open public area with the student or other minor. In any such circumstances, adult employees, contractors and volunteers of GTCYS should be in an observable location and at an interruptible distance by another adult.

Any adult individuals who have not met the full qualifications set forth in Section 2 above must strictly follow this "Rule of Three," and under no circumstances should they be alone with a single student or other minor (unless the individual is the minor's parent or other relative).

5. Minors involved in coaching, or otherwise engaging as a GTCYS employee, contractor, or volunteer, with GTCYS students will be supervised by a GTCYS representative who has met the full qualifications set forth in Section 2 above to confirm they are acting in a manner consistent with this policy including leading any instruction in a rehearsal space or area equipped with a window or open door.

6. With the exception of activities involving their own children or other relatives, or apart from conducting official GTCYS business, adult employees, contractors and volunteers of GTCYS should not instigate or maintain a personal relationship with any GTCYS student in any form including on any social media platforms. All contact with GTCYS students outside of rehearsals, performances, tours or other GTCYS' events should be initiated through the student's parent/guardian so that the parent/guardian is aware of the circumstances surrounding the communications.

7. GTCYS employees, volunteers and contractors should examine rehearsal, retreat, concert and other venues for GTCYS programs and activities to address potential areas of concern. This might include areas with doors that lock; doors that do not have windows that would permit individuals outside to view activities inside the room; dark, out-of-the-way places, such as remote staircases; and areas created to promote privacy such as restrooms, bathing facilities, changing rooms and locker rooms. Windows to rooms should remain uncovered.

When appropriate, doors should remain propped open. GTCYS employees, volunteers and contractors are encouraged to engage in "drop-ins" to ensure compliance with the policy.

8. GTCYS requires its employees and contractors to be familiar with the Reporting of Maltreatment of Minors laws in Minnesota (see Minnesota Statutes Chapter 260E at https://www.revisor.mn.gov/statutes/cite/260E), which mandates, in certain circumstances, reporting of possible abuse of minors. Any GTCYS employee or contractor who knows or has reason to know that a student or other minor has been subjected to physical or sexual abuse in the last three years– regardless of whether the abuse occurred in connection with a GTCYS program or activity – should immediately (as soon as possible, but in no event longer than 24 hours) report such information to (1) local law enforcement if the child is in immediate danger or, if the child is not in immediate danger to the local welfare agency, policy department, county sheriff or other appropriate governmental agency; and (2) the Executive Director.

9. In the event that GTCYS receives an allegation of abuse of a minor or GTCYS becomes aware of any incident in which there is a concern for the safety or well-being of a student or other minor under the supervision of GTCYS, GTCYS will immediately report any such information to appropriate governmental agencies, to the extent required under Minnesota law. GTCYS may also independently conduct an investigation into any such matter and, if appropriate, involve law enforcement and/or child protection services. GTCYS reserves the right to take interim protective measures to ensure the safety of GTCYS' students while an investigation is pending. GTCYS will strive to conduct its investigation in a manner that respects the privacy and confidentiality of the individuals involved in the investigation.

10. In addition to prohibiting abuse of minors, this policy prohibits any retaliation against employees, contractors, volunteers, students and parents/guardians for making a good faith report under this policy and for participating in an investigation into allegations of abuse.

11. This policy will be disseminated to all parents and students in the students' handbooks. It will also be presented to GTCYS employees, contractors and volunteers (including members of GTCYS' Board of Directors) annually.

I acknowledge that I have read and understood the policies outlined in this copy of the GTCYS Child Protection Policy and I agree to abide by its provisions.

Name (print) _____

Role with GTCYS _____

Signature _____ Date _____

Revised August 2024