

**eliminating racism
empowering women**

ywca

Northern New Jersey

YWCA School Age Programs (SAP)



Parent Handbook

July 2022 revised

WELCOME

Welcome to the YWCA Northern New Jersey. The following pages contain important information about our program. Please familiarize yourself with the material and keep this manual handy for easy reference.

Our core curriculum includes engaging recreational before and afterschool activities with a focus on multicultural activities and anti-bullying prevention. Our programs that foster self-esteem and teaches children to respect. The program supports children during out of school hours, enabling parents to focus on their careers and jobs with the knowledge and comfort that their children are well cared for and are constructively engaged.

ABOUT US

The YWCA is the oldest and largest multicultural women's organization in the world. Across the globe, the YW has more than 25 million members in 122 countries, including 2.6 million members and participants in 300 local associations in the United States.

Our Mission

YWCA Northern New Jersey is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom, and dignity for all.

About YWCA Northern New Jersey

Our YWCA has been serving the community since 1920 with programs that improve lives, inspire change, and create opportunities. We provide safe, welcoming places for women, girls, and families to learn, share, and grow; support women and girls on their paths to educational, career, and financial success; and advocate for women's rights and civil rights.

We are one of the area's largest provider of child care services, a recognized leader in health and wellness programs, and operator of **healingSPACE**, Bergen County's only Sexual Violence Resource Center.



**YWCA IS ON
A MISSION**
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ANTI-BULLYING POLICY

In keeping with our mission to promote acceptance and tolerance for all people and in order to keep all the children in our programs safe, the YWCA Northern New Jersey in accordance with its discipline policy, cannot allow any child in our program to hurt or be hurt by others. This can include physical, emotional, or verbal actions.

Any incidents of the above behaviors will be brought to the attention of the SAP Administration. Each incident will be handled on a case-by-case basis. All discipline actions will be in accordance with the YWCA Northern New Jersey Discipline Policy in an age appropriate fashion.

The local police department and the Department of Child Protection and Permanency, will be notified if any child is found to be in possession of a weapon or anything identified as or used as a weapon. Further action will be under the advisement of the above agencies and the YWCA Northern New Jersey administration.

ATTENDANCE POLICY

1. If a child is going to be absent from the program the parent must inform the Site Supervisor by telephone, in writing, or in person. Please do not rely on the child's teacher or school to notify YWCA staff. Please see list on the last page of this handbook.

2. If the child fails to arrive on a day when he/she is scheduled to attend the program, and we have not been notified by a parent, we will try to locate the child according to the following procedure:

The school secretary will be contacted to find out if the child was absent from school;

The child's parents will be called at all available phone numbers;

All emergency telephone numbers will be called; and

If at this point, the child has not been located, the local Police Department will be called to assist in locating the child.

3. If your child will be participating in in-school clubs or activities parents **MUST** complete a permission form (found on last page of this handbook and on the website) and the children **MUST** first check-in with the YWCA staff. ***Children who leave the school building CANNOT return to the YWCA program***

ARRIVAL AND DEPARTURES (signing in and out)

Morning arrival: Each child must be brought to the assigned program door by a parent/guardian who must sign in the child on the attendance sheet.

Afternoon departure: All children must be picked up designated time.

CELL PHONE / CAMERA USAGE

We require children to keep their personal cell phones in their backpack. **Cell phones and other handheld devices with cameras are not allowed to be used in the programs.** No use of video cameras are allowed.

CHILD RELEASE POLICY

Each child may be released only to the child's parent(s) or person(s) (over age 18) authorized by the parent(s) to take the child from the center and to assume responsibility for the child in an emergency if the parent(s) cannot be reached.

If a non-custodial parent has been denied access, or granted limited access, to a child by a court order, the center shall secure documentation to that effect, maintain a copy on file, and comply with the terms of the court order.

If the parent(s) or person(s) authorized by the parent(s) fails to pick up the child at the time of the center's daily closing, the center shall ensure that:

1. The child is supervised at all times;
2. Staff members attempt to contact the parent(s) or person(s) authorized by the parent(s); and
3. An hour or more after closing time, and provided that other arrangements for releasing the child to his/her parent(s) or person(s) authorized by the parent(s), have failed and the staff member(s) cannot continue to supervise the child at the center, the staff member shall call the 24-hour State Central Registry Hotline (1-877-NJ-Abuse) [1-877-652-2873] to seek assistance in caring for the child until the parent(s) or person(s) authorized by the child's parent(s) is able to pick-up the child.

If the parent(s) or person(s) authorized by the parent(s) appears to be physically and/or emotionally impaired to the extent that, in the judgment of the director and/or staff member, the child would be placed at risk of harm if released to such an individual, the center shall ensure that:

- 1) The child may not be released to an impaired individual;
- 2) Staff members attempt to contact the child's other parent, or an alternative person(s) authorized by the parent(s); and
- 3) If the center is unable to make alternative arrangements, a staff member shall call the 24-hour State Central Registry Hotline (1-877-NJ-Abuse) [1-877-652-2873] to seek assistance in caring for the child.

***We cannot release a child unless an authorized person can sign the child out.**

Parents **must** inform the Site Supervisor in advance if someone other than the parent will be picking up. If the pickup person is not listed on the child's emergency data form and we have not been notified by the parent, the Site Supervisor **cannot** release the child.

We do require that parents show identification until the Site Supervisor and staff become familiar with you. This step is taken for the safety of your child.

For children involved in extracurricular activities within the school and wish to return to the asp afterward parents must complete a permission slip with the Site Supervisor. ***Children who leave the school building CANNOT return to the YWCA program***

CONFIDENTIALITY POLICY:

1. Information about a child belongs to the child with the parents acting on the child's behalf. Consequently, parents have unlimited access to the records of their child.
2. No information about a YWCA family may be released to another agency without the written consent of the family, **unless required by law.**
3. Information that families give to the YWCA staff will be shared with other staff, only on a need to know basis.
4. All YWCA staff members are required to treat information about YWCA families responsibly and with discretion. Staff is permitted to discuss information about families with other staff only on a need to know basis. Information about YWCA families or staff members is not a suitable topic of casual conversation among staff or in the presence of children.
5. Staff that violates a family's or staff member's right to privacy will be subject to personnel action as determined by the YWCA Northern New Jersey policies and procedures.

COUPON BOOK / DROP IN POLICY:

In order to support working families, we offer drop-in at our Before School Program. 10 visit punch cards are available for purchase. Coupon books are non-transferable, cannot be shared and have no refund value, unless the program is closed.

DAY ONE – THINGS TO KNOW

All YWCA Northern New Jersey programs open on the first day of school. If your child is registered for one of our School Age Programs there are some things you will need to know for the first day.

Children attending Before School Program (BSP) for the first time: Walk your child to the designated program area. Please see the drop off procedures. The YWCA staff are easily identified by their staff shirts. At the first bell, YWCA staff will bring children to the appropriate meeting area for your school. Staff do not know which specific teacher or classroom assignment belong to children – make sure your children know where they should go.

Children attending After School Program (ASP) for the first time: Make sure you send a note in to your child's teacher telling them your child is registered to the after school program. Each school handles dismissal differently – check with your school for their policy. Most schools escort YWCA children into the program space.

COMMUNICATION WITH PARENTS

The site's cell phone will be the primary method of communication with parents. Please see last page for site contact information. The YWCA utilizes Facebook pages, texts, email blasts as well to communicate with parents.

DISCIPLINE POLICIES AND REMOVAL FROM PROGRAM PROCEDURES

It is the policy of the YWCA NNJ to utilize positive discipline with the children. Clear and consistent guidelines are presented to the children so that they are aware of their responsibilities and can be held accountable for their behavior. It is always our goal to meet the individual needs of all our families and keep the children happily enrolled in the program. However, a suspension and/or expulsion may occur due to varied causes.

POSITIVE DISCIPLINE

Positive discipline is a process of teaching children how to behave appropriately. Positive discipline respects the rights of the individual child, the group, and the adult. Methods of positive discipline shall be consistent with the age and developmental needs of the children, and lead to the ability to develop and maintain self-control.

Positive discipline is different from punishment. Punishment tells children what they should not do; positive discipline tells children what they should do. Punishment teaches fear; positive discipline teaches self-esteem.

You can use positive discipline by planning ahead:

- Anticipate and eliminate potential problems.
- Have a few consistent, clear rules that are explained to children and understood by adults.
- Have a well-planned daily schedule.
- Plan for ample elements of fun and humor.
- Include some group decision-making.
- Provide time and space for each child to be alone.
- Make it possible for each child to feel he/she has had some positive impact on the group.
- Provide the structure and support children need to resolve their differences.
- Share ownership and responsibility with the children. Talk about our room, our toys.

You can use positive discipline by intervening when necessary:

- Re-direct to a new activity to change the focus of a child's behavior.
- Provide individualized attention to help the child deal with a particular situation.
- Use time-out -- by removing a child for a few minutes from the area or activity so that he/she may gain self-control. (One minute for each year of the child's age is a good rule of thumb).
- Divert the child and remove from the area of conflict.
- Provide alternative activities and acceptable ways to release feelings.
- Point out natural or logical consequences of children's behavior.
- Offer a choice only if there are two acceptable options.
- Criticize the behavior, not the child. Don't say "bad boy" or "bad girl." Instead you might say "That is not allowed here."

You can use positive discipline by showing love and encouragement:

- Catch the child being good. Respond to and reinforce positive behavior; acknowledge or praise to let the child know you approve of what he/she is doing.
- Provide positive reinforcement through rewards for good behavior.
- Use encouragement rather than competition, comparison or criticism.

- Overlook small annoyances, and deliberately ignore provocations.
- Give hugs and caring to every child every day.
- Appreciate the child's point of view.
- Be loving, but don't confuse loving with license.

Positive discipline is NOT:

- Disciplining a child for failing to eat or sleep or for soiling themselves
- Hitting, shaking, or any other form of corporal punishment
- Using abusive language, ridicule, harsh, humiliating or frightening treatment or any other form of emotional punishment of children
- Engaging in or inflicting any form of child abuse and/or neglect
- Withholding food, emotional responses, stimulation, or opportunities for rest or sleep
- Requiring a child to remain silent or inactive for an inappropriately long period of time

Positive discipline takes time, patience, repetition and the willingness to change the way you deal with children. But it's worth it, because positive discipline works. The YWCA NNJ maintains a zero tolerance policy for aggressive behavior, fighting or intentional physical aggression. These behaviors result in immediate jump to #3. In order to return to the program, the parent and child must meet with the Manager of School Age Programs. Should there be an infraction of the rules, the following steps may be taken:

1. Verbal Warning – We ask the child to stop the behavior and explain why this behavior is inappropriate and staff redirect them to an alternative activity.
2. Written Incident Report - Inappropriate behavior will be documented in the Incident Log and the parents will be notified
3. Early Dismissal /Suspension– If a child's actions are jeopardizing the safety of themselves or another child, parents are called and asked to immediately pick up the child.
4. Conference – If a child's behavior results in early dismissal or suspension from the program, the parent and child must meet with the Manager of School Age Programs in order to determine if a return to the program, additional suspension time, or termination are warranted. If a return to the program is agreed upon, a termination of the child from the program may be required if the child's behaviors are not resolved.
5. Expulsion – Whenever possible the YWCA will give parents advance notice of a specific expulsion date that allows the parent sufficient time to seek alternate child care.

PARENTAL ACTIONS FOR CHILD'S EXPULSION

- Failure to wear a mask/ follow social distancing policies
- Parents threatens physical or intimidating actions toward staff children/other parents members
- Parent exhibits verbal abuse to staff/children/other parents
- Failure to pay/habitual lateness in payments.
- Failure to complete required forms.
- Habitual tardiness when picking up your child.

CHILD'S ACTIONS FOR EXPULSION

- Failure to wear a mask or follow social distancing policies
- The child is at risk of causing serious injury to other children or himself/herself
- Failure of child to adjust after a reasonable amount of time.
- Uncontrollable tantrums/angry outbursts.
- Ongoing physical or verbal abuse to staff or other children.
- Eloping or leaving program area without permission

A CHILD WILL NOT BE EXPELLED IF A PARENT/GUARDIAN:

Made a complaint to the Office of Licensing regarding the program center's alleged violations of the licensing requirements.

Reported abuse or neglect occurring at the program center.

Questioned the program centers Site Supervisor or Managers regarding policies and procedure.

ENROLLMENT

Registration is accepted throughout the school year, based on license capacity availability. A calendar one-month minimum enrollment is required for full-time and part-time participants. If a student is enrolled for less than five days per week, the days attending must be specified in advance to maintain the proper ratio of staff to students. (No substituting days). Your child is not considered enrolled until all the required forms are completed in their entirety and all required fees and first months tuition has been paid.

EMERGENCY CONTACTS

Your emergency contacts are very important and should be aware of their responsibility. All emergency contacts should be able to pick up your child within a reasonable time frame if we cannot reach you. Phone numbers MUST to be updated regularly.

FEES AND PAYMENT POLICES

1. Monthly tuition is based on the entire school calendar year (180 days), divided over ten months August thru May. Therefore the monthly fee will remain the same every month.
2. Tuition is due on the 10th of August thru May (no June payment). No monthly bill will be sent as a reminder.
3. Nonpayment or continued late payment could result in your removal from program.
4. The YWCA Northern New Jersey will impose a \$35 service charge if payments are not honored from your credit card or account on file.
5. Your credit card statement and/or bank statement will serve as your receipt of payment. We do not issue tax-statements. If you have a flex spending account and require a receipt, please email your form to SAPbilling@ywcannj.org. Our Provider Tax Id is # 22-1494725.
6. Children not picked up by scheduled pickup time will be subject to the following:
 - 1st late pickup – no late fee –but email sent to document the occurrence
 - 2nd late pickup - \$25 late fee - letter sent out reminding parents of our policy
 - 3rd late pickup– \$50 late fee- letter sent out reminding parents of our policy
 - 4th late pickup- \$100 fee-suspended from program for the next scheduled day
 - 5th late pickup – immediate removal from program
7. Any child not picked up by 7 pm and we are unable to contact a parent or the emergency persons, the local Police Department /DCFS will be called to assist in locating a parent or guardian.
8. Withdrawal from program /changes in daily attendance etc. requires notification of one full month prior to the 10th of billing month being affected; to withdraw from a program contact sapregistration@ywcannj.org All fees/tuitions are nonrefundable
9. Tuition credit is not given for absence due to illness, vacation.

HOMEWORK POLICY

The After School Program staff is responsible for providing a quiet place. Staff will supervise and monitor homework daily. We cannot provide tutoring, computers, tech support or

one-on-one assistance. We ask any parent/guardian who wants their child to do homework during program hours to please complete the homework contract with their child so clear expectations have been discussed. The homework contract can be found on our website. Please review and discuss the contract with your child and return it to your Site Supervisor signed by all parties. The After School Program staff can *never* force a student to do their homework and cannot be responsible for the completion of your child's homework. The YWCA does not have access to computers and cannot support children with online assignments.

HOURS OF OPERATION

- **Before School Program** hours are 7:00 am – the first bell **7:15 for Harrington Park
- **After School Program** hours vary according to school –final pickup is by 7 pm
- **School Closing** - If schools are **closed** for any reason, YWCA SAP programs will be **closed**.
- **Delayed Opening** – If the school has a delayed opening, the Before School Program will be closed.
- **Unscheduled Early Dismissals**– due to weather or other unforeseen emergencies– SAP will **not** be open.

***If weather conditions become hazardous during after school program hours we reserve the right to close the After School Program early. In this situation, staff will contact you immediately via phone and you must make arrangements to pick your child up at the modified time. This is for the safety of all children and staff.**

INFORMATION CHANGES

Parents are responsible for informing the School Age Program staff of any changes in address, phone numbers and persons authorized to pick up children. It is very important that this information be kept up to date at all times.

Department of Children and Families Office of Licensing **INFORMATION TO PARENTS**

Under provisions of the **Manual of Requirements for Child Care Centers (N.J.A.C. 3A:52)**, every licensed child care center in New Jersey must provide to parents of enrolled children written information on parent visitation rights, State licensing requirements, child abuse/neglect reporting requirements and other child care matters. The center must comply with this requirement by reproducing and distributing to parents and staff this written statement, prepared by the Office of Licensing, Child Care & Youth Residential Licensing, in the Department of Children and Families. In keeping with this requirement, the center must secure every parent and staff member's signature attesting to his/her receipt of the information.

Our center is required by the State Child Care Center Licensing law to be licensed by the Office of Licensing (OOL), Child Care & Youth Residential Licensing, in the Department of Children and Families (DCF). A copy of our current license must be posted in a prominent location at our center. Look for it when you're in the center.

To be licensed, our center must comply with the Manual of Requirements for Child Care Centers (the official licensing regulations). The regulations cover such areas as: physical environment/life-safety; staff qualifications, supervision, and staff/child ratios; program activities and equipment; health, food and nutrition; rest and sleep requirements; parent/community participation; administrative and record keeping requirements; and others.

Our center must have on the premises a copy of the Manual of Requirements for Child Care Centers and make it available to interested parents for review. If you would like to review our copy, just ask any staff member. Parents may view a copy of the Manual of Requirements on the DCF website at

<http://www.nj.gov/dcf/providers/licensing/laws/CCCmanual.pdf> or obtain a copy by sending a check or money order for \$5 made payable to the "Treasurer, State of New Jersey", and mailing it to: NJDCF, Office of Licensing, Publication Fees, PO Box 657, Trenton, NJ 08646-0657.

We encourage parents to discuss with us any questions or concerns about the policies and program of the center or the meaning, application or alleged violations of the Manual of Requirements for Child Care Centers. We will be happy to arrange a convenient opportunity for you to review and discuss these matters with us. If you suspect our center may be in violation of licensing requirements, you are entitled to report them to the Office of Licensing toll free at 1 (877) 667-9845. Of course, we would appreciate your bringing these concerns to our attention, too.

Our center must have a policy concerning the release of children to parents or people authorized by parents to be responsible for the child. Please discuss with us your plans for your child's departure from the center.

Our center must have a policy about administering medicine and health care procedures and the management of communicable diseases. Please talk to us about these policies so we can work together to keep our children healthy.

Our center must have a policy concerning the expulsion of children from enrollment at the center. Please review this policy so we can work together to keep your child in our center.

Parents are entitled to review the center's copy of the OOL's Inspection/Violation Reports on the center, which are available soon after every State licensing inspection of our center. If there is a licensing complaint investigation, you are also entitled to review the OOL's Complaint Investigation Summary Report, as well as any letters of enforcement or other actions taken against the center during the current licensing period. Let us know if you wish to review them and we will make them available for your review or you can view them online at

<https://childcareexplorer.njccis.com/portal/>.

Our center must cooperate with all DCF inspections/investigations. DCF staff may interview both staff members and children.

Our center must post its written statement of philosophy on child discipline in a prominent location and make a copy of it available to parents upon request. We encourage you to review it and to discuss with us any questions you may have about it.

Our center must post a listing or diagram of those rooms and areas approved by the OOL for the children's use. Please talk to us if you have any questions about the center's space.

Our center must offer parents of enrolled children ample opportunity to assist the center in complying with licensing requirements; and to participate in and observe the activities of the center. Parents wishing to participate in the activities or operations of the center should discuss their interest with the center director, who can advise them of what opportunities are available.

Parents of enrolled children may visit our center at any time without having to secure prior approval from the director or any staff member. Please feel free to do so when you can. We welcome visits from our parents.

Our center must inform parents in advance of every field trip, outing, or special event away from the center, and must obtain prior written consent from parents before taking a child on each such trip.

Our center is required to provide reasonable accommodations for children and/or parents with disabilities and to comply with the New Jersey Law Against Discrimination (LAD), P.L. 1945, c. 169 (N.J.S.A. 10:5-1 et seq.), and the Americans with Disabilities Act (ADA), P.L. 101-336 (42 U.S.C. 12101 et seq.). Anyone who believes the center is not in compliance with these laws may contact the Division on Civil Rights in the New Jersey Department of Law and Public Safety for information about filing an LAD claim at (609) 292-4605 (TTY users may dial 711 to reach the New Jersey Relay Operator and ask for (609) 292-7701), or may contact the United States Department of Justice for information about filing an ADA claim at (800) 514-0301 (voice) or (800) 514-0383 (TTY).

Our center is required, at least annually, to review the Consumer Product Safety Commission (CPSC), unsafe children's products list, ensure that items on the list are not at the center, and make the list accessible to staff and parents and/or provide parents with the CPSC website at <https://www.cpsc.gov/Recalls>. Internet access may be available at your local library. For more information call the CPSC at (800) 638-2772.

Anyone who has reasonable cause to believe that an enrolled child has been or is being subjected to any form of hitting, corporal punishment, abusive language, ridicule, harsh, humiliating or frightening treatment, or any other kind

of child abuse, neglect, or exploitation by any adult, whether working at the center or not, is required by State law to report the concern immediately to the *State Central Registry Hotline*, toll free at (877) NJ ABUSE/(877) 652-2873. Such reports may be made anonymously. Parents may secure information about child abuse and neglect by contacting: DCF, Office of Communications and Legislation at (609) 292-0422 or go to www.state.nj.us/dcf/.

MEDICAL & HEALTH POLICIES AND PROCEDURES

Your child must have an application with health and medical information on file along with any necessary medications and action plans the day he/she begins the program.

All allergies and medical concerns must be documented on the child's application.

For the welfare of your child and the other children in the group, your child must be kept home if he/she appears ill or has been ill during the night. A child will be sent home if any of the following symptoms are present: *fever, vomiting, diarrhea, relentless coughing, and/or skin rashes*. All emergency phone numbers on file must be kept up-to-date. If you are called to pick up your child, please do so within an hour of the phone call. In some instances, a child may not be permitted to return the following day without a doctor's note.

Medication will be administered only after the receipt of written approval from a child's parent. This medication must be in its original container, labeled with child's name, physician's name, date and dosage. All required medications MUST be given to the YWCA staff and kept onsite at program during enrollment. Medication can only be administered by a Site Supervisor.

If your child is sent home from school for any reason, he/she may not attend the After School Program that afternoon.

PARENTAL PARTICIPATION

Parents are welcome to observe and participate in the YWCA Northern New Jersey. Your Site Supervisor welcomes your comments and is available to virtually discuss any aspect of the program.

POLICY ON THE MANAGEMENT OF COMMUNICABLE DISEASES:

If a child exhibits any of the following symptoms, the child should not attend the YWCA SAP. If such symptoms occur at program, the child will be removed from the group, and parents will be called to take the child home.

Severe pain or discomfort	Yellow eyes or jaundiced skin	Skin lesions that are weeping or bleeding
Acute diarrhea	Red eyes with discharge	Mouth sores with drooling
Episodes of acute vomiting	Infected, untreated skin patches	Stiff neck
Oral temperature of 101.5	Difficult or rapid breathing	
Lethargy	Skin rashes in conjunction with	
Severe coughing	fever or behavior changes	

Once the child is symptom-free, or has a health care provider's note stating that the child no longer poses a series health risk to himself/herself or others, the child may return to the center unless contraindicated by local health department or Department of Health. EXCLUDABLE COMMUNICABLE DISEASES: A child or staff member who contracts an excludable communicable disease may not return to the center without a health care provider's note stating that the child presents no risk to himself/herself or others. Note: If a child has chicken pox, a note from the parent stating that all sores have dried and crusted is required. If a child is exposed to any excludable disease at the center, parents will be notified in writing.

COMMUNICABLE DISEASE REPORTING GUIDELINES: Some excludable communicable disease must be reported to the health department by the center. The Department of Health's Reporting Requirements for Communicable Disease and Work-Related Conditions Quick Reference Guide, a complete list of reportable excludable communicable diseases, can be found at:

http://www.nj.gov/health/cd/documents/reportable_disease_magnet.pdf

STAFF INFORMATION

Each site is led by one Site Supervisor with Recreation Counselors to support the staff to student ratio (1 staff to a group of 15 kids). We uphold a high standard of quality, dedication, and commitment when it comes to selecting our staff. Staff members are required to go through professional reference and criminal background screenings before they are hired. In addition, all Site Supervisors and Recreation Counselors are trained in First Aid and CPR safety procedures. SAP staff consists of professionals with teaching certificates, teachers' aides, and college students majoring in education/ related fields, and individuals with experience in child care.

Our goal is to provide our staff with the tools and knowledge they need in order to help create and maintain an exciting, enriching, age-appropriate program for your children. Our staff members are required to attend our full day staff orientation at the beginning of the year. Our staff attend monthly meetings where we discuss programming, curriculum and educational trends as well as bringing in trainers and holding special workshops. There are additional opportunities throughout the year for staff to participate in professional development workshops.

TECHNOLOGY POLICIES

Digital technology has increased the potential for images to be misused, inevitably causing concerns about the risks to which children and young people may be exposed. The YWCA Northern New Jersey fully understands that the behaviors of individuals using the technology present the risk, not the technology. Our staff are well trained in these matters and are aware that failure to follow any of these policies could result in disciplinary action up to and including termination of employment.

If school computers are required to be used, they shall only be used while completing homework/ virtual learning. The YWCA is not able to supply computers or offer tech support.

The use of television, computers, and other video equipment in a group setting shall be limited to educational and instructional use, shall be age and developmentally appropriate, and shall not be used as a substitute for planned activities or for passive viewing.

***You Tube/ Video games /any use of social media are PROHIBITED.**

***CELL PHONE USE IS NOT PERMITTED**

Social Media Policy:

TELEVISION & COMPUTER USE POLICY: All Staff are required to be given, acknowledge receipt of, and strictly adhere to the YWCA NNJ Social Networking Policy. Social Media postings by the YWCA NNJ are only permitted with the approval of the Youth Services Administration and individual parental consent. The posting of photos, and/or videos of any child other than a parent's own child on social media platforms (including but not limited to social networking sites, blogs, or email) is strictly prohibited. Failure to adhere to this policy may result in program exclusion for parents and their children, or immediate discharge for employees. The use of television, computers, and other video equipment shall be limited to educational and instructional use, shall be age and developmentally appropriate, and shall not be used as a substitute for planned activities or for passive viewing.

All staff, parents and program participants must adhere to the YWCA Northern New Jersey Social Media Policy. Parents are not permitted to take photos of other people's children during any YWCA program hours. Social media postings by the YWCA Northern New Jersey are only permitted with the approval of the School Age Program Administration and individual parental consent. Photos and videos are to be taken only by appointed YWCA personnel. Images utilized will be kept for a period of up to three years and will not include any personal information; i.e. children's full names.

PERSONAL ITEMS

We encourage children to leave personal items and electronic hand held devices at home. These items can be easily misplaced, lost, or stolen. The YWCA Northern New Jersey assumes no responsibility for misplaced, lost or stolen items.

VACATION DAYS

The YWCA will offer full day childcare onsite at our Harrington Park and Oradell locations on some school vacation days. The vacation day program will follow the Oradell and Harrington Park school district calendars. The vacation day calendar will be posted on our website at www.ywcannj.org. This program is optional to all districts and requires separate registration and payment.

VIRTUAL LEARNING DAYS

If school move to virtual learning, whenever possible the YWCA will offer full day virtual learning days. Each day will be filled with assistance during the virtual learning time, program classes, outdoor play, physical education, and above all, FUN! Please remember to send your child with ear phones/ear buds/headphones to use during their virtual learning time.

Please print and send your child with any school work packets provided by school. We are unable to use the school printers.

Have your child's device fully charged each day, please pack charger

Tape any usernames and passwords your child will need for virtual learning and to unlock the device, to their device.

Please practice logging in and out of your schools virtual learning site with your child.

DIRECT PHONE NUMBERS FOR PROGRAM SITES

SCHOOL DISTRICT	SCHOOL	ONSITE PHONE	EMAIL
CRESSKILL	BRYAN	201-569-8484	YWCA Bryan@ywcannj.org
	MERRITT	201-541-1031	YWCA Merritt@ywcannj.org
DUMONT	GRANT	201-384-6371	YWCA Grant@ywcannj.org
	HONISS	201-384-6357	YWCA Honiss@ywcannj.org
	LINCOLN	201-384-6457	YWCA Lincoln@ywcannj.org
	SELZER	201-364-2682	YWCA Selzer@ywcannj.org
HARRINGTON PARK	HARRINGTON PARK	201-403-3457	YWCA HarringtonPark@ywcannj.org
ORADELL	ORADELL	201-986-0320	YWCA Oradell@ywcannj.org

YWCA

School Age Program

NOTIFICATION OF AFTER SCHOOL ACTIVITIES

Please return this form to your Aftercare Staff a week before the After School activity begins.

CHILD'S NAME: _____

My child will be attending an after school activity as follows and will not be coming to the YWCA SAP at the school's regular dismissal time.

Children who leave the school building for ANY reason cannot return to the YWCA

ACTIVITY: _____

DAY: M T W TH F **Time of Program:** _____

LOCATION OF PROGRAM: _____

AGENCY OR RESPONSIBLE ORGANIZATION: _____

DATES: From: _____ To: _____

At the Conclusion of the Activity:

Parents must make arrangements to have their child escorted to and from the activity. If returning to SAP, children need to be transported and signed in by that activity's Staff Member.

My Child will:

Return to SAP after this activity- I understand they must be signed into the program by an adult.

NOT return to the SAP

Other _____

Parent Signature: _____

Date: _____

YWCANNJ does not allow the posting of photos of the children in our care to any social media or internet sites without the written consent of the parents and YWCA administration

YWCA BSP/ASP staff are prohibited from posting information about work and/or the children in care. Posting may result in disciplinary action.

Social media includes all means of communicating or posting information or content of any sort on the Internet, including to your own or someone else's web log or blog, journal or diary, personal web site, social networking or affinity web site, web bulletin board or a chat room. The same principles and guidelines found in the YWCANNJ personnel manual apply to your activities online. Ultimately, you are solely responsible for what you post online. Before creating online content, consider some of the risks and rewards that are involved. Keep in mind that any of your conduct that adversely affects your job performance, the performance of fellow employees or otherwise adversely affects members, customers, patients/residents, suppliers, people who work on behalf of the Employer or the Employer's legitimate business interests may result in disciplinary action up to and including termination. Inappropriate postings that may include discriminatory remarks, harassment, and threats of violence or similar inappropriate or unlawful conduct will not be tolerated and may subject you to disciplinary action up to and including termination. Digital technology has increased the potential for images to be misused, inevitably causing concerns about the risks to which children and young people may be exposed. The YWCA NNJ fully understands that the behaviors of individuals using the technology present the risk, not the technology. Our staff are trained in these matters and are aware that failure to follow any of these policies could result in disciplinary action up to and including termination of employment.

The use of television, computers, and other video equipment in a group setting shall be limited to educational and instructional use, shall be age and developmentally appropriate, and shall not be used as a substitute for planned activities or for passive viewing and only when approved by Manager/ Director of Youth Development

Children are not permitted to use cell phones, handheld games, or any technology at YWCA programs without prior approval from Manager/ Director of Youth Development

Use of Social Networking and other Websites - Guidelines for staff conduct:

The YWCA as an agency uses our website, Facebook, Twitter, Instagram, You Tube and TikTok to promote our all programs, including Youth Services programs. This use is well regulated and under the guidance of the YWCA Communications Department.

All Youth Services Staff are reminded that:

- Cell phone use during work is only with the YWCA phone for safety and communication use.
- Social media postings by the YWCA NNJ are only permitted with the approval of the School Age Program Administration and individual parental consent.
- Photos and videos are to be taken only by appointed YWCA NNJ personnel.
- Never use your personal camera/phone to take photos or record any child
- NO posting of unapproved photographs or video of any YWCA participant children by anyone (parents, staff)
- NO posting of any YWCA information without prior approval from Director of Youth Development/ COO/CEO

- NO posting of private or sensitive company, staff, or participant information
- Taking or posting of photos, and/or videos of any YWCA NNJ participant/staff without prior approval from your supervisor, Director of Youth Development/ COO/CEO
- Use of social media/networking and/or other websites is prohibited when supervising children
- Staff/parent communication is limited to YWCA phones and communication app (no staff personal phones)
- Vulgar or abusive language, disparaging remarks and/or references of a disparaging manner, personal attacks of any kind, or offensive terms targeting individuals or groups is prohibited.

Any breaches of the YWCA USE of Technology / Social Media Policies, must be promptly reported to Youth Services Director of Youth Development/ COO/HR Director of Youth Development.

Parents are reminded of our policy in parent handbook:

There is NO Posting of photographs or videos of children, other than your own, including, but not limited to photographs or videos of children obtained through handheld devices, computers, video monitoring systems, child care monitoring apps, or any other electronic device or transmission.

Any breaches of the center's Policy on the Use of Technology and social media identified must be promptly reported to the Director of Youth Development/ COO/CEO

General center information/updates will be shared via the communication app.

Posting of private or sensitive company, staff or prior staff, and/or enrolled or previously children/family information is prohibited.

Social Networking/Media parent/staff relationships are limited to center sites and approved devices only. Staff/parent communication is limited to YWCA phones and communication app. Vulgar or abusive language, disparaging remarks and/or references of a disparaging manner, personal attacks of any kind, or offensive terms targeting individuals or groups is prohibited.