



**BLACKSTONE VALLEY
BOYS & GIRLS CLUB**
"The Positive Place for Kids"

Safety Policies

P.O. Box 283,
115 Canal Street
Blackstone MA 01504
508-883-6363

www.bvbgc.com

blackstonevalleybgc@hotmail.com

CHILD ABUSE PREVENTION POLICY

The priority of Blackstone Valley Boys & Girls Club is the physical and emotional safety of its members, employees, and volunteers. Blackstone Valley Boys & Girls Club maintains a zero-tolerance policy for child abuse. Blackstone Valley Boys & Girls Club implements policies and procedures for members, employees, volunteers, visitors or any victims of sexual abuse or misconduct to report any suspicion or allegation of abuse.

DEFINITIONS

One-on-One Contact Prohibition: Blackstone Valley Boys & Girls Club prohibits isolated one-on-one interaction between Club participants and employees or volunteers, including board members. This includes prohibiting one-on-one contact at any time at the Club, in vehicles or by phone, text, social media or any other means.

All employees and volunteers, including minor employees (under age 18), are strictly prohibited from meeting Club participants outside of any Club-sponsored activities. The only exception to this rule is if the Club participant is a child or sibling of an employee or volunteer.

Child abuse is when an adult or another child, whether through action or by failing to act, causes serious emotional or physical harm to a child. Sexual abuse or misconduct may include but is not limited to:

- Any sexual activity, involvement or attempt of sexual contact with a person who is a minor (under 18 years old).
- Sexual activity with another who is legally incompetent.
- Physical assault or sexual violence, such as rape, statutory rape, abuse, molestation, or any attempt to commit such acts.
- Unwanted and intentional physical conduct that is sexual in nature, such as touching, pinching, patting, brushing, massaging someone's neck or shoulders and/or pulling against another's body or clothes.
- Inappropriate activities, advances, comments, bullying, gestures, electronic communications, or messages (e.g., by email, text, or social media).

Grooming is when someone builds an emotional connection with a child to gain their trust for the purposes of sexual abuse, sexual exploitation, or trafficking. Grooming behaviors may include but are not limited to:

- Targeting specific youth for special attention, activities, or gifts.
- Isolating youth from family members and friends physically or emotionally. This can include one-on-one interactions such as sleepovers, camping trips and day activities.
- Gradually crossing physical boundaries, full-frontal hugs that last too long, lap sitting or other "accidental" touches.
- It is important to remember that we can never be in the position where we don't communicate concerns because:
 - We don't want to get involved.
 - This person has worked at the Club for years.
 - We grew up in the same neighborhood as this person and know they are ok.
 - We are thinking: "what if I am wrong?"

MANDATED REPORTING

Every employee or volunteer of Blackstone Valley Boys & Girls Club is a mandated reporter under M.G.L. c. 119, § 51A and must make a report to the Department of Children and Families whenever he/she has reasonable cause to believe a child in the program is suffering from serious physical or emotional injury resulting from abuse inflicted upon the child, including but not limited to sexual abuse, or from neglect, including but not limited to malnutrition, no matter where the abuse or neglect may have occurred and by whom it was inflicted.

CLUB POLICY ON ALLEGATIONS MADE AGAINST AN EMPLOYEE/VOLUNTEER

All employees and volunteers will undergo approved BGCA Child Abuse Prevention Trainings. It is the Club's commitment to protect all members from abuse and neglect. Any form of abuse or neglect of children is strictly prohibited. The Club must operate the program in ways that protect children from abuse or neglect. Employees and volunteers are responsible for abuse and neglect if:

1. the employee/volunteer admits to causing the abuse or neglect,
2. the employee/volunteer is convicted of the abuse or neglect in a criminal proceeding
3. the Department of Early Education and Care determines, based upon its own investigation or an investigation conducted by the Department of Children and Families subsequent to a report filed under M.G.L. c. 119, §§ 51A and 51B, that there is reasonable cause to believe that the employee/volunteer or any other person caused the abuse or neglect.

The following are procedures for when suspected child abuse/neglect is reported against an employee/volunteer:

- The allegation of suspected abuse or neglect of a child will be immediately reported to the [Department of Children and Families](#) and to Boys & Girls Clubs of America (BGCA) within 24 hours via the critical incident system.
- The Club must also notify EEC immediately after filing or learning that a 51A report has been filed alleging:
 - abuse or neglect of a child *while in the care of the program or during a program related activity* and/or
 - a report has been filed naming an employee/volunteer regularly *on the child care premises* of abuse or neglect of any child.
- Club Leadership will meet with the employee/volunteer in question to inform him/her of the filed report. The employee/volunteer in question will immediately be placed on paid administrative leave for up to 5 business days or up until the investigation is complete within the 5 days. If the investigation is longer than the initial 5 days, the BVBGC Board of Directors will then determine if the administrative leave will continue to be paid further.
- The club shall cooperate in all DCF and EEC investigations of abuse and neglect.
- At the completion of DCF and EEC's investigation:
 - if the allegations are not substantiated, the employee may return from leave based on the review of the BVBGC Board of Directors.
 - if the allegations are substantiated, it will be recommended to the BVBGC Board of Directors to immediately terminate the employee.

All complaints regarding the administration's failure to follow these policy and procedures can be submitted by letter to the Board of Directors.

EMPLOYEE TO CHILD RATIOS

Our employee to member ratio is 1:15. Employees should never be alone, one on one with a member and should never be alone supervising an area that has an attendance level of more than 15 members. The lifeguard to member ratio is 1:25. If there are members swimming in the pool, there must always be at least two lifeguards present, one of which must be 18 years or older.

REQUIRED TRAINING

Blackstone Valley Boys & Girls Club conducts and reports through a BGCA-approved process the following training for all employees and volunteers with direct repetitive contact with young people (at the intervals noted for each).

Before providing services to young people, and annually thereafter:

BGCA-approved child abuse prevention

BGCA-approved mandated reporting

BGCA-approved grooming prevention

Annually: All the policies, including all safety policies, for Blackstone Valley Boys & Girls Club.

PHYSICAL INTERACTIONS

Every employee and volunteer of Blackstone Valley Boys & Girls Club is required to maintain appropriate physical contact with minors. Appropriate and inappropriate interactions include but are not limited to the following:

Appropriate	Inappropriate
Handshakes High-fives and hand slapping Holding hands (with young children in escorting situations)	Side Hugs Full-frontal hugs or kisses Showing affection in isolated area Lap sitting Wrestling or piggyback/shoulder rides Tickling Allowing youth to cling to an adult's leg

VERBAL INTERACTIONS

Every employee and volunteer of Blackstone Valley Boys & Girls Club is required to maintain appropriate verbal interactions with minors. Appropriate and inappropriate interactions include but are not limited to the following:

Appropriate	Inappropriate
Positive reinforcement Child-appropriate jokes (no adult content) Encouragement Praise	Name calling Inappropriate jokes (adult-only content) Discussing sexual encounters or personal issues Secrets Profanity or derogatory remarks Harsh language that may frighten, threaten, or humiliate youth

ABUSE AND SAFETY RESOURCES

Blackstone Valley Boys & Girls Club prominently displays BGCA-approved collateral that shares ethics hotline, crisis text line and safety helpline information with members, employees, volunteers, and families. We also share all safety policies with parents and guardians upon receiving a youth membership application.

PROHIBITION OF PRIVATE ONE-ON-ONE INTERACTION POLICY

Blackstone Valley Boys and Girls Club is committed to providing a safe environment for members, employees, and volunteers. To further ensure their safety, the organization prohibits all one-on-one interactions between Club members and employees and volunteers (including board members). All employees and volunteers must abide by the following:

- Ensure all meetings and communications between members and employees or volunteers are never private (see definition below).
- Ensure in-person meetings take place in areas where other employees and/or members are present.
- Communicate to another employee whenever an emergency arises that necessitates an exception to this policy.
- Never initiate private or isolated one-on-one contact with a member.
- Never have a private or isolated meeting or communication with a member. This includes in-person meetings and virtual communications such as texting, video chat and social media between only an employee or volunteer and a single member.

If an emergency arises that necessitates an exception to this policy, the emergency exception shall be communicated to Club leadership as soon as practicable, and ideally before engaging in one-on-one interaction.

ONE-ON-ONE INTERACTION POLICY GUIDANCE

The following guidance should be used when implementing related policies and procedures.

Definition of one-on-one interaction

One-on-one interaction is defined as any private contact or communication (including electronic communication) between any Club participant and an adult, including adult employees, minor employees, volunteers, board members and others who might encounter members during regular programming and activities.

- **Private** contact/communication is any communication, in person or virtual, that is between one youth member and one adult (18 or over) that takes place in a secluded area, is not in plain sight and/or is done without the knowledge of others. Private places can include but are not limited to vehicles, rooms without visibility to others, private homes, and hotel rooms. Examples of private contact include but are not limited to:
 - Meeting behind closed doors (in rooms without windows or visible sightlines) or any spaces that are not visible to others.
 - One employee transporting one member in a vehicle.
 - The only exception to this rule is if the Club participant is a child or sibling of an employee or volunteer in which the individual must be on the member's contact pick-up list and the parent/guardian must inform Club Leadership in writing of the transportation arrangement.
 - Electronic communications (text, video, social media, etc.) between one member and one employee or volunteer.

Public contact/communication is any communication or meeting, in person or virtual, that is between at least three individuals, including two employees and one member, one employee and two members or variations of these combinations. Examples of public contact include but are not limited to:

- Meeting in plain sight of others (e.g., in a quiet corner of an active games room).
- Transporting members via public transportation (bus, taxis, train, air, etc.) or transporting multiple members.
- Electronic communications (text, video, social media, etc.) between multiple members and adults (e.g., group chats).
- Public places can include but are not limited to buses, airports, shopping malls, restaurants, and schools.

Exceptions to policy

Exceptions to the one-on-one policy can be made under the following circumstances: When the emotional or physical safety of a member is at risk and a private, one-on-one communication is deemed necessary by Club leadership.

Should the exception need to be made, the Club shall have policies in place to monitor interactions, including but not limited to:

- Disclosing the meeting to Club leadership and regularly checking in with the member and adult during conversations.
- Placing time limits on conversations.
- Meeting in rooms with clear sight lines (e.g., rooms with windows or glass doors).
- Documenting the interaction.
- In an emergency, disclosing the situation to another employee before engaging in one-on-one interaction.

Impact on mentoring programs

At this time, Blackstone Valley Boys and Girls Club does not offer a Mentorship Program. In the event this changes, then the following policy will be enforced.

Mentorship is a key component of Boys & Girls Club programming and has tremendous positive impact on members. Prohibition of one-on-one interaction does not have to negatively affect mentor programs and/or relationship building. Mentors can adjust their practices to include:

- Holding mentor and coaching sessions in areas where other employees and/or members are present or can see you – for example, in large rooms where meetings are visible but not heard.
- Copying parents, employees, or other members (when appropriate) on written and/or electronic communications.
- Scheduling meetings during Club hours and at the Club site.
- Documenting interactions between mentors and youth.

Impact on partnerships with local mentoring organizations

- All local mentors are required to abide by Club policies, including background check requirements and prohibition of one-on-one interaction.
- External mentors are required to abide by all Club safety policies and procedures.
- A written agreement should be in place to determine how and when the external organization assumes custody and responsibility of the member; these procedures should

be clearly communicated to parents or guardians.

- Every interaction between mentor and youth will be documented and maintained.

Impact on travelling to off-site events and activities

The Blackstone Valley Boys and Girls Club does not transport members off site.

Impact on transportation to and from the Club

At this time, the Blackstone Valley Boys and Girls Club does not offer transportation. In the event the Club would need to have transportation, it would be contracted with a Transportation Company and our Transportation Policy will be followed.

BV
BVB
BVG
BVG

Drug and Alcohol-Free Workplace Policy

DRUG AND ALCOHOL POLICY

Blackstone Valley Boys & Girls Club is committed to providing a safe environment for members, employees, and volunteers. To further ensure their safety, the organization maintains a drug- and alcohol-free workplace. The unlawful or improper use of drugs – including marijuana, controlled substances, or alcohol in the workplace – presents a danger to everyone. The organization also has a duty to comply with the requirements of the Drug-Free Workplace Act of 1988. According to state law, the use of alcohol and marijuana are illegal to use for recreational use by persons under the age of 21.

- Employees are prohibited from reporting to work or working while under the influence of alcohol and/or illegal or unauthorized drugs.
- Employees are prohibited from engaging in the unlawful or unauthorized manufacturing, distribution, dispensing, sale or possession of illegal drugs and alcohol in the workplace, including on organization paid time, on organization premises, or while engaged in organization activities.
- Employees must self-report to their supervisor and/or Club leadership immediately if any criminal infraction including a drug or alcohol violation has occurred.
- Employment with the organization is conditional upon full compliance with the foregoing drug- and alcohol-free workplace policy. Any violation of this policy might result in disciplinary action, up to and including discharge and may have legal consequences.

PRESCRIPTION MEDICATION AND LEGAL DRUGS

Employees and volunteers taking prescription medication that potentially affects job safety or performance are responsible for notifying their supervisor and/or Club leadership so that a determination of job performance or reasonable accommodation can be made. An employee/volunteer may not be permitted to perform his or her job duties unless such a determination or reasonable accommodation is made.

Employees are prohibited from reporting to work or working when the employee is using any legal drugs; exceptions can be made in accordance with state law when the use is pursuant to a doctor's orders and the doctor has advised the employee that the substance does not adversely affect the employee's ability to safely perform his or her job duties.

The use of marijuana during the work hours is completely prohibited even though it is medically prescribed. This would also include any employee or volunteer using it before coming to work. If they are suspected to be under the influence of any drug including marijuana, they should be subjected to immediate drug testing to determine the suspicion.

EMPLOYEE PRESCRIBED MEDICATION on CLUB SITE

Employees who need *prescription medications* administered during their shift hours need to inform management by completing the Medication section on the Employee Health History Form. All medications must be in a labeled original pharmacy container with the employee's name, prescription name and directions for its administration. Medications must be stored in the locked Medication Cabinet in First Aid. The employee will be required to keep a written record of when the medication is administered including the time and date of each administration.

SMOKING POLICY

Smoking is defined to include the use of any tobacco and marijuana containing products, including cigarettes, cigars, and pipes, as well as the use of electronic cigarettes (e-cigarettes) and vaporizers and any other related smoking paraphernalia.

Blackstone Valley Boys & Girls Club will comply with all applicable federal, state, and local regulations regarding non-smoking in the workplace in order to provide a work environment that promotes productivity and the well-being of its employees. Smoking in the workplace can adversely affect members, employees, and volunteers. Accordingly, smoking is prohibited at all Blackstone Valley Boys & Girls Clubs properties

REASONABLE SUSPICION

Employee and or volunteers shall immediately notify Club leadership of any action by an employee or volunteer who demonstrates an unusual pattern of behavior suggesting that they are under the influence of drugs or alcohol. Club leadership will determine whether the employee should be examined by a physician or clinic and/or tested for drugs or alcohol in accordance with the Club's drug-testing policies.

Employees and volunteers believed to be under the influence of drugs or alcohol will be required to leave the premises immediately and will be paid for the remainder of the day. Any illegal drugs or drug paraphernalia will be turned over to the appropriate law enforcement agency and may result in criminal prosecution.

Examples of behavior suggesting that employees or volunteers are under the influence of drugs or alcohol include but are not limited to:

- Odors (smell of alcohol, body odor or urine);
- Movements (unsteady, fidgety, dizzy);
- Eyes (dilated, constricted or watery eyes or involuntary eye movements);
- Face (flushed, sweating, confused or blank look);
- Speech (slurred, slow, distracted mid-thought, inability to verbalize thoughts);
- Emotions (argumentative, agitated, irritable, drowsy);
- Actions (yawning, twitching); or
- Inactions (sleeping, unconscious, no reaction to questions).

Unusual patterns of behavior that may suggest drug or alcohol misuse include but are not limited to:

- Repeatedly calling in sick;
- Being absent directly before or after holidays and weekends;
- Repeatedly damaging inventory or failing to meet reasonable work schedules; and
- Being involved in frequent accidents that can be related to the use of drugs or other substances.

INSPECTION AND TESTING

Blackstone Valley Boys & Girls Club reserves the right to take any and all appropriate and lawful actions necessary to enforce this drug- and alcohol-free workplace policy, including but not limited to the inspection of organization-issued lockers, desks or other suspected areas of concealment. (see "Reasonable Suspicion" above).

DRUG TESTING POLICY

If Club leadership has reasonable suspicion that an employee or volunteer should be examined by a physician or clinic and/or tested for drugs or alcohol, the individual will be required to leave the facility immediately by securing transportation to a location determine by management. If the individual refuses to comply, management will notify local law enforcement.

Screening, testing and security measures may be used as methods of enforcement, as permitted by applicable state law. It is a violation of this policy to refuse to submit to testing. Tests that are paid for by the organization are the property of the organization, and the examination records will be treated as confidential and held in separate medical files. However, records of specific examinations will be made available, if required by law or regulation, to the employee, persons designated and authorized by the employee, public agencies, relevant insurance companies and/or the employee's doctor.

The employee/volunteer in question will immediately be placed on paid administrative leave for up to 5 business days or up until the results are completed within the 5 days. If the test results are longer than the initial 5 days, the BVBGC Board of Directors will then determine if the administrative leave will continue to be paid further. The results will determine if the employee may return to work.

SUPERVISION AND FACILITIES POLICY

SUPERVISION

Blackstone Valley Boys & Girls Club is committed to providing a safe environment. All Club activities and program spaces shall always be under continuous supervision by sight or sound (for restroom supervision) by an appropriate adult employee (18 or over).

To ensure appropriate supervision, employees and volunteers:

- Must abide by the prohibition of private one-on-one interaction policy.
- Must abide by all the organization's disciplinary policies and procedures.
- Must ensure that at least one adult employee (18 and over) is present when supervising members.
- Must always maintain proper supervision ratios.
- Must be trained on appropriate supervision tactics and behavior patterns.
- Must ensure that all youth employees and volunteers are supervised by an adult (18 and over) employee member.
- Must immediately notify Club leadership and/or submit written reports detailing supervision issues, accidents, or critical incidents.
- Must never use electronic devices such as cell phones, Personal Digital Assistants or other communication devices while supervising members unless for Club purposes, as defined in the Acceptable Technology Use Policy.

RESTROOM USAGE

Blackstone Valley Boys & Girls Club is committed to providing a safe, clean environment and enforces the following restroom policy for members, employees, volunteers, and other adults.

- All employees and visitors will use the Concession Area Unisex restrooms located in the Community Center building to ensure adults and minors never utilize a restroom at the same time.
- The Club has single-user restrooms and multi-user restrooms with single stalls that can be secured from the inside.
- When using restrooms at public facilities during field trips, a minimum of three youth will be escorted by one employee member, who will wait outside the main entrance of the restroom.

RESTROOM MONITORING

Restrooms in the Gymnasium, Community Center and Changing Rooms shall be regularly monitored by designated same gender employee according to a schedule set by Club leadership using walk-throughs, inspections and/or any (but not necessarily all) of the best practices outlined below:

- Implementing procedures to limit the number of children using restrooms at the same time. Crew will allow a member to use the restroom once it has been communicated to the office and the member has signed out of the group with the destination documented. The member will wear a bathroom pass to inform crew of the member's destination. Each age group will be designated a certain amount of passes to limit the number of members using the restroom.

- Prohibiting younger children and teens from sharing a restroom.
- Positioning employees near restroom entries to maintain auditory supervision of space.

Employees observing unacceptable restroom conditions or incidents shall:

- Immediately notify Club leadership of the incident.
- Document, in writing, restroom conduct incidents and report them to Club leadership as soon as possible in compliance with the Club's Incident Reporting Policy.

ENTRANCE AND EXIT CONTROL

- All facility entries and exits shall be controlled and monitored by paid adult employees (18 or over) during all hours of operation, along with a system to monitor and track everyone who is in the facility.
- At this time, exit doors do not have an audible alarm to discourage unauthorized use to exit or enter the facility. If future renovations are allowed, these devices will be installed.
- Only designated adult employees (18 or over) shall be authorized to possess keys and/or badges to open any facility. If an employee is supervising a scheduled activity, they shall be responsible for the security of their program space.

FACILITY CONDITION

All program spaces shall have clear lines of visibility and be monitored by adult employees when in use. Areas that are not in use shall remain locked and only accessible by adult employees. All interior and exterior spaces, hallways, stairs, and stairways shall be monitored, maintained, well-lit, clean, and free of hazards and obstructions. All storage closets and other unused spaces are to be locked during operational hours.

Damages to facilities shall be repaired in a reasonable manner. Damages that pose imminent risk to the health and safety of members, employees or volunteers shall be repaired immediately. If immediate repair to damage that poses imminent risk is not possible, Club leadership shall determine whether temporary or permanent closure of the facility may be required. Any damage to a facility that results in an incident deemed critical to the organization shall be reported to the appropriate authorities as a critical incident.

FOOD AND DRINK

Any distribution, preparation, or consumption of food and/or drink at any facility shall comply with all applicable food services sanitation and public health codes. If food is prepared and served on site, required city or county health department inspection certificates shall be posted. Any dangerous kitchen utensils, including knives, shall be properly and securely stored.

CHANGING ROOM/LOCKER ROOM POLICY

Blackstone Valley Boys & Girls Club changing rooms are located in the Community Center and are designated as male and female. These facilities are to be used by youth members only. Changing Rooms shall be regularly inspected and monitored by a designated same gender employee at a schedule set by Club leadership. Employees must adhere to the established supervision ratios of 1:15 at all times. Before youth members enter the locker room, employees should complete a sweep of the facility to ensure no unauthorized adults or youth are inside. Employees should position themselves outside the locker room changing area near the door to be visible and within listening range without infringing on member's privacy. No audio or video recording devices are allowed in the locker room, including cellphones.

SCREENING AND ONBOARDING POLICY

Blackstone Valley Boys & Girls Club is committed to selecting and retaining effective employees and volunteers to serve our youth. As part of the selection process and in accordance with state background check regulations, background checks and screening procedures are conducted in accordance with this policy. All applicants must be 18 years or older with the exception of lifeguards who can be 16 years or older. A position that needs to be filled will be advertised and posted through an employment flyer, BVBGC social media outlets, email and the Club's website www.bvbgc.com

Applications and Job Descriptions will be posted on the BVBGC website and paper copies will be available in the BVBGC office. Applications must be completed and returned to the BVBGC office. Based on information given on the submitted application/resume, the program director will contact the applicant for an interview if they deem it necessary.

INTERVIEWING

Blackstone Valley Boys & Girls Club will conduct in-person interviews with every candidate for employment or program volunteer service. Virtual interviews are also an option if needed. The candidate will be asked Club approved questions related to the open position and must answer questions honestly and to the best of their ability.

REFERENCE CHECKS

Following an interview, the program director will conduct reference checks on any candidate for employment or volunteer with direct repetitive contact with young people. The program director has two weeks from the date of the interview to check 3 personal references and verification of previous work history found on the application. Should candidates for employment have previous experience with a Boys & Girls Club, information on the candidate's eligibility for rehire/volunteering must be obtained from all previous Boys & Girls Clubs for which the candidate worked prior to extending an offer for employment or volunteer service. Additionally, Blackstone Valley Boys & Girls Club provides reference materials when asked by other Member Organizations. After verifying references, the program director may offer the job to the applicant upon the completion of a verified Background Record Check. The program director will notify the applicant if their application is no longer being considered.

BACKGROUND CHECKS

Blackstone Valley Boys & Girls Club conducts criminal background checks of all employees, including minors; board volunteers and others who serve on a standing committee; and all other volunteers, including partners and minors, who have direct repetitive contact with minors. Name-based or fingerprint-based record searches may be used in any combination, but the background check shall at a minimum:

- Verify the person's identity and legal aliases through verification of a social security number.
- Provide a national Sex Offender Registry search.
- Provide a comprehensive criminal search that includes a national search.
- Provide a comprehensive local criminal search that includes either a statewide or county level criminal search, depending on jurisdiction (*a current list of jurisdictions can be found at www.bgca.net/childsafety*).
- Include any additional background check criteria required by organizational policies,

funding or licensing agencies or required in the applicable jurisdiction, such as motor vehicle records, child abuse registry or credit checks. Such checks will be conducted prior to employment and at regular intervals not to exceed twelve months.

All background check findings shall be considered when making employment or volunteer decisions, and Blackstone Valley Boys & Girls Club will not employ potential employees or engage potential volunteers if such individual:

- a. Refuses to consent to a criminal background check.
- b. Makes a false statement in connection with such criminal background check.
- c. Is registered, or is required to be registered, on a state or national sex offender registry.
- d. Has been convicted of a felony consisting of:
 1. Murder
 2. Child abuse
 3. Domestic violence
 4. Abduction or human trafficking
 5. A crime involving rape or sexual assault
 6. Arson
 7. Weapons
 8. Physical assault or battery
 9. Drug possession, use or distribution in the last five years
- e. Has been convicted of any misdemeanor or felony against children, including child pornography.

EMPLOYEE AND VOLUNTEER ONBOARDING

Upon offer of a position, each new Club employee shall receive and confirm in writing receipt of an up-to-date employee policies and procedures manual or handbook that, at a minimum, articulates current:

- Conditions of employment;
- Benefits;
- Rights and responsibilities of employees;
- Club safety policies; and
- Any other important employment-related information.

Before working with any Club members, all employees and volunteers at a minimum shall be given an orientation conducted by the program director that includes an overview of the following:

- The organization's mission, goals, policies and procedures and schedule;
- Job descriptions and performance standards for their position;
- The needs and other relevant characteristics of program participants, including cultural and socioeconomic characteristics;
- Personnel and volunteer policies and procedures, including expectations regarding work hours and schedules, breaks and planning time;
- Operational policies and procedures related to safety, supervision, transportation, facilities, emergency operations, etc.; and
- Completion of the required Child Abuse Prevention Trainings approved by BGCA.

TRIAL PERIOD

The employee has a 2-week trial period from the date employment starts for the program director to determine if they are to remain as a permanent employee. Upon the completion of the 2-week trial period, the employee will be given a performance review and based on that performance review it will be determined if they will become a permanent hire.

EMPLOYEE SUPERVISION AND EVALUATION

Employees will receive performance reviews throughout their employment and a yearly evaluation. The employee's supervisor will discuss the individual's performance and the employee will have the opportunity to review the completed evaluation, make any comments in writing and sign. Employees will also have the opportunity to complete an exit interview upon giving their two-week notice in the event they voluntarily end their employment.

BVBGGC

INCIDENT MANAGEMENT POLICY

Clear reporting policies and procedures are an important element in responding to incidents that might occur in Clubhouses. Employees and volunteers must at a minimum immediately report and document all safety incidents that might affect employees, volunteers, members, and others who visit Clubhouses.

GENERAL INCIDENT DESCRIPTION

Safety incidents can include but are not limited to:

- Inappropriate activity between adults (18 and over) and youth;
- Inappropriate activity between multiple youth;
- Allegations of abuse;
- Bullying behavior;
- Inappropriate electronic communications between adults (18 or over) and youth;
- Minor and major medical emergencies;
- Accidents, including slips and falls;
- Threats made by or against employees, volunteers and/or members;
- Physical assaults and injuries, including fights;
- Missing children;
- Criminal activity, including theft and robbery; and
- Other incidents as deemed appropriate by Club leadership.

Safety incidents include those that occur during Club programs, on Club premises and/or during a Club- affiliated programs or trips.

INTERNAL INCIDENT REPORTING

Any employee or volunteer who becomes aware of an incident, as defined in this policy, shall immediately complete an incident report, and submit the incident to Club leadership.

The following information shall be included on an Incident Report:

- Date and location
- Incident details (if applicable)
- Witnesses and contact information
- Names of all involved (youth and employee if applicable)
- All notifications made (first responders, parents, leadership, etc.)

EXTERNAL INCIDENT REPORTING

Blackstone Valley Boys and Girls Club follows all applicable mandated reporting statutes and regulations and all applicable federal, state, and local laws (including those around licensing, for licensed organizations) for the protection and safety of youth. Types of incidents reported include but are not limited to:

- Inappropriate activity between adults (18 or over) and youth;
- Inappropriate activity between multiple youth;
- Allegations of child abuse;
- Any form of child pornography;
- Criminal activity, including assault, theft, and robbery; or
- Children missing from the premises.

INCIDENT INVESTIGATION

Blackstone Valley Boys and Girls Club takes all incidents seriously and is committed to supporting external investigations of all reported incidents and allegations or internal investigations by the Safety Committee when not an externally reportable incident. Federal, state, and local criminal and or mandated child abuse reporting laws must be complied with before any consideration of an internal investigation. The internal investigation should never be viewed as a substitute for a required criminal or child protective services investigation. In the event that an incident involves an allegation against an employee, volunteer or Club member, the Club shall suspend that individual immediately and maintain the suspension throughout the course of the investigation.

BGCA CRITICAL INCIDENT REPORTING

Each Member Organization shall immediately report any allegation of abuse or potential criminal matter to law enforcement. In addition, each Member Organization shall report the following critical incidents to BGCA within 24 hours:

- a. Any instance or allegation of child abuse, including physical, emotional, or sexual abuse; sexual misconduct or exploitation (Club-related or not) against any child by a current employee or volunteer; or any Club-related instance by a former employee or volunteer.
- b. Any instance or allegation of child abuse, including physical, emotional, or sexual abuse; or sexual misconduct or exploitation by a youth towards another youth at a Club site or during a Club-sponsored activity.
- c. Any child who might have been abducted or reported missing from a Club site or Club-sponsored activity.
- d. Any major medical emergency involving a child, employee or volunteer at a Club site or during a Club-sponsored activity leading to extended hospitalization, permanent injury, or death; or a mental health crisis with a child requiring outside care.
- e. Any instance or allegation of abuse, including physical, emotional, or sexual abuse, sexual misconduct, harassment, or exploitation (Club-related or not) involving any employee; or any Club-related instance or allegation of abuse, including physical, emotional, or sexual abuse, sexual misconduct harassment or exploitation against a volunteer or visitor.
- f. Any failure to comply with requirements set forth by childcare licensing agencies or organizations.
- g. Any known or suspected felony-level criminal act committed at a Club site or during a Club-sponsored activity.
- h. Any misappropriation of organizational funds in the amount of \$10,000 or greater, or any amount of federal funds.
- i. Any criminal or civil legal action involving the organization, its employees, or volunteers, as well as any changes in the status of an open organization-related legal action.
- j. Negative media attention that could compromise the reputation of the Member Organization or the Boys & Girls Clubs of America brand.
- k. Any other incident deemed critical by the Member Organization.

Failure to report safety incidents to Boys & Girls Clubs of America could result in a funding hold or the organization being placed on provisional status.

Blackstone Valley Boys and Girls Club is committed to providing a safe use of technology and online safety for members, employees, and volunteers. The acceptable use policy provides the framework for those safety practices and procedures.

TRANSPORTATION POLICY

Blackstone Valley Boys & Girls Club does not provide transportation.

In the event that the Blackstone Valley Boys & Girls Club organizes a field trip, a transportation service will be contracted and this Transportation Policy will be provided to the contracted company upon completion of the contract. The Club is committed to providing a safe environment and enforces the following transportation policy for members, employees, volunteers, and other adults.

A member may participate in a scheduled field trip with the written consent from the member's authorized parent/legal guardian. All field trips require a Field Trip Supervisor on site and on the bus; the Program Administrator or Summer Director will fulfill this requirement. The Field Trip Supervisor has been trained to follow emergency procedures. There will be a field trip orientation held by the field trip supervisor one day prior to the field trip with the purpose of informing all attendants of the expectations and procedures. In the case of any cancellations or time changes, the Club will notify each parent/legal guardian by phone to inform them of the change.

Members are required to pack a lunch with NO Glass items; Sunscreen and Water. The member's group and chaperone will eat together, clean up the area and throw away any trash. Money is not allowed as groups do not purchase food or visit the gift shop

Chaperones will consist of volunteers and Club employees who participated in a Background Record Check Screening. Chaperones will enforce all safety rules and field trip procedures. Also but not limited to reminding members to apply sun block throughout the day and keeping the group together; No member should roam the area unsupervised.

Through the appropriate use of Club and community resources, Blackstone Valley Boys & Girls Clubs strive to mitigate the immediate effects of an emergency and its long-term effects on Club operations and mission by being prepared to effectively respond to and recovery from an emergency.

Safety Procedures while in Transit, the field trip supervisor will discuss the following:

- Vehicles are loaded within passenger seating limits established by the manufacturer,
- All persons will wear a seat belt when provided and required,
- All passengers will remain seated while the vehicle is moving

And when applicable,

- All vehicles follow convoy travel procedures

In the Case of an Emergency during Transportation:

- The field trip supervisor:
 - shall require the driver to pull the bus over to the nearest safety area as far as possible from the side of the road,
 - require all individuals to stand at a minimum distance of 10 feet from the injured individual,
 - require that all chaperones aid in the supervision of uninjured individuals,
 - provide the necessary first aid in the case of an injury/illness.

- If the emergency requires immediate professional medical attention and 911 is called for assistance, the field trip supervisor will notify the parent/legal guardian through phone communication via the provided numbers given on the member's registration form.
- If the member is transported to an emergency care facility, the field trip supervisor will accompany the member and bring the member's membership form as well as notify the Club office and will stay in communication with the member's parent/legal guardians.
- A designated chaperone will supervise the remaining individuals on the field trip.
- Following the emergency, the field trip supervisor will make a report stating the case of the illness or emergency.

Day of Field Trip:

Participants must be present at the Club on the date and time specified on the field trip flyer. Parent/legal guardians must sign their members into the park. Groups will gather all field trip participants 15 minutes before the scheduled bus pick-up time to escort them to the field trip checkpoint where field trip participants and chaperones will wait for bus transportation. There will be a field trip meeting with all participants re-enforcing the rules and field trip procedures. The bus will leave promptly at the time specified and will not wait for late participants.

Field Trip Procedures:

The field trip supervisor will be responsible for the attendance list, a first aid kit and each member's registration form with health history that contains all emergency contacts, medical and insurance information and their personal cell phone to communicate with the Club.

- Throughout the field trip, chaperones will be required to possess their group's member's ID cards which contain the member's name, age and picture. Chaperones will write a description of the member's clothing attire on the back of each ID card.
- Members participating in the field trip will be divided into groups with a Chaperone:Member ratio of 1 to 5.
- Boarding the Bus: The field trip supervisor will have a field trip attendance list which states all participants who were given permission to attend the field trip. The field trip supervisor will now stand at the bus doorway to check off each member's name and chaperone. Once each group is accounted for, the chaperone will be admitted onto the bus with their group.
 - Once all members are on the bus, a second head count will be made to verify the count matches the number of members registered on the attendance list; then a copy of this list will remain at the Club site. The field trip supervisor will keep the original attendance list.
- Upon arrival at the field trip destination, a designated check-in spot will be chosen for a meeting place should someone get separated from the group.
- Departure: The bus will leave at a specified time to return to the Club. All groups will meet at a specified time and location in order to pack up, take a count and load the bus. Once all participants are seated and on the bus, attendance will be taken and a final head count will be taken before the bus leaves.

Expected Bus Behavior and Safety Rules will be provided by the contracted transportation company. The Field Trip supervisor will share and enforce these rules with all field trip participants.

Shared Use Restrooms:

- On a field trip or when using a public restroom, youth shall never enter the restroom alone unless it is a single-stall restroom that is empty.
- Youth shall follow the “rule of three” in using public restrooms, with at least two youth and a chaperone walking to the restrooms and three youth entering a multi-stall facility together. The chaperone will remain outside the restroom door to provide auditory surveillance.
- Whenever possible, chaperones will monitor and clear public restrooms before use by members to ensure that the facility is free of adults and youth not involved in the Club program – before allowing youth to use the facilities. Alternatively, chaperones will stand in the restroom doorway and/or hold the door at least partially open when supervising member use of public restrooms. A chaperone may position themselves inside the restroom near the sinks if positioning at the door is not feasible or is deemed ineffective.
- In a shared-use facility, Blackstone Valley Boys & Girls Clubs will utilize the best practice of shutting the exterior door to the restroom and using an “Occupied” sign outside of the door to alert others that they must wait until Club members have exited the restroom before they can enter.

TECHNOLOGY ACCEPTABLE USE POLICY

CLUB MEMBER USAGE

The Blackstone Valley Boys and Girls Club does not allow members to have personally owned devices and electronics on them while on Club property.

Personally owned devices shall include any and all member-owned existing and/or emerging technologies and devices that can take photographs, play and record audio or video, input text, upload and download content and/or media and transmit or receive messages or images.

The Blackstone Valley Boys and Girls Club does not allow members to have access to club owned technology devices however, in the event this changes, the Club will follow the procedures stated in this policy.

Before a member will be allowed to use Club technology equipment, both the member and his/her parent/guardian will need to read and sign this Technology Acceptable Use policy and return it to the Club. Under the Technology Acceptable Use policy, the following relevant principles shall apply:

- Club devices shall include any and all Club-owned existing and/or emerging technologies and devices that can take photographs, play, and record audio or video, input text, upload and download content and/or media and transmit or receive messages or images.

Club purposes shall include program activities, career development, communication with experts and/or Club peer members, homework, and Club activities. Members are expected to act responsibly and thoughtfully when using technology resources. Members bear the burden of responsibility to inquire with employees when they are unsure of the permissibility of a particular use of technology prior to engaging in its use.

Authorized use: Club devices are permitted for use during approved Club times for Club purposes and in approved locations only. The Club expressly prohibits the use of Club devices or personally owned devices in locker rooms, restrooms, and other areas where there is an expectation of privacy.

Appropriate use: Members may not use any technology to harass, threaten, demean, humiliate, intimidate, embarrass, or annoy their peers or others in their community. Any inappropriate or unauthorized use of a Club or personally owned device, as determined by Club employees, can lead to disciplinary action including but not limited to confiscation of the device, immediate suspension from the Club, termination of membership or other disciplinary actions determined to be appropriate to the Club's existing disciplinary policies, including, if applicable, referral to local law enforcement.

Members must be aware of the appropriateness of communications when using Club devices. Inappropriate communication is prohibited in any public or private messages, as well as material posted online. Inappropriate communication includes but is not limited to the following:

- Obscene, profane, lewd, vulgar, rude, inflammatory, threatening, or disrespectful language or images typed, posted, or spoken by members;
- Information that could cause damage to an individual or the Club community or create the danger of disruption of the Club environment;
- Personal attacks, including prejudicial or discriminatory attacks;

- Harassment (persistently acting in a manner that distresses or annoys another person) or stalking of others;
- Knowingly or recklessly posting false or defamatory information about a person or organization; or
- Communication that promotes the destruction of property, including the acquisition or creation of weapons or other destructive devices.
- If a member is told to stop sending communications, that member must cease the activity immediately.

Monitoring and inspection: Blackstone Valley Boys and Girls Club reserves the right to monitor, inspect, copy, and review files stored on Club-owned devices or networks. In addition, Blackstone Valley Boys & Girls Club reserves the right to monitor, inspect, copy, and review any personally owned device brought to the Club in violation of Club policy with the parent/guardian present. Parents/guardians will be notified before such an inspection takes place and will be present during the inspection. If it is found that there is incriminating material on a device, the member will be suspended from the program for a time determined by management and local law enforcement will be contacted.

If the member's parents/guardians refuse to allow such inspections, the member will be automatically suspended from the program and may lead to expulsion if advised by the Club's Board of Directors.

Loss and damage: If members choose to ignore the Club's prohibition of electronics and brings a personally owned device on Club property, employees are not responsible for the security and condition of the member's personal device and the Club is not liable for the loss, damage, misuse, or theft of any personally owned device.

Cyberbullying: Members may not utilize any technology to harass, threaten, demean, humiliate, intimidate, embarrass, or annoy their peers or others in their community. This behavior is cyberbullying, which is defined as bullying that takes place using emerging technologies and devices. Any cyberbullying that is determined to disrupt the safety and/or well-being of the Club, Club members, Club employees or community is subject to disciplinary action.

Examples of cyberbullying include, but are not limited to:

- Harassing, threatening or hurtful text messages, emails, or comments on social media.
- Rumors sent by email or posted on social networking sites.
- Embarrassing pictures, videos, websites, or fake profiles.

Members may not attempt to gain unauthorized access to the Club's network, or to any other computer system through the Club's network. This includes attempting to log in through another person's account or accessing another person's files. Members may not use the Club's network to engage in any illegal act, including, but not limited to, arranging for the purchase or sale of alcohol, tobacco, or other drugs; engaging in criminal activity; or threatening the safety of another person. Members may not make deliberate attempts to disrupt the computer system or destroy data by spreading computer viruses.

Internet access: The network at the Blackstone Valley Boys and Girls Club is password protected. If accessed without club permission, corrective action will be taken.

Club reserves the right to monitor communication and internet traffic, and to manage, open or close access to specific online websites, portals, networks, or other services. Members must follow Club procedures to access the Club's internet service.

Parental notification and responsibility: While the Blackstone Valley Boys and Girls Club Technology Acceptable Use Policy restricts the access of inappropriate material, supervision of internet usage might not always be possible. Due to the wide range of material available on the internet, some material might not fit the particular values of members and/or their families. Because of this, it is not considered practical for Blackstone Valley Boys and Girls Club to monitor and enforce a wide range of social values in member use of the internet. If parents/guardians do not want members to access information beyond the scope of the Technology Acceptable Use Policy, they should instruct members not to access such materials.

Digital citizenship: Club members shall conduct themselves online in a manner that is aligned with the Blackstone Valley Boys and Girls Club Code of Conduct. The same rules and guidelines members are expected to follow offline (i.e., in the real world) shall also be followed when online. Should a member behave online in a manner that violates the Blackstone Valley Boys and Girls Club Code of Conduct, that member shall face the same discipline policy and actions they would if their behavior had happened within the physical Club environment.

Club-owned-and-operated technology: Members are expected to follow the same rules and guidelines when using Club-owned technology. Club technology and systems are the property of the Club, are intended to be used for Club purposes and are to be used during approved times with appropriate supervision. Club members shall never access or use Club technology or systems without prior approval.

Digital citizenship and technology safety training: All members who wish to use a Blackstone Valley Boys & Girls Clubs device or equipment will be required to successfully complete a BGCA-provided digital citizenship and technology safety training. This training is required for all members annually.

EMPLOYEE AND VOLUNTEER USAGE

Personally owned devices shall include any and all employee-owned existing and/or emerging technologies and devices that can take photographs, play and record audio or video, input text, upload and download content and/or media and transmit or receive messages or images. Before an employee can use Club technology equipment or a personal device, he/she shall read and sign the Technology Acceptable Use policy and return it to the Club. Under the Technology Acceptable Use policy, the following relevant principles shall apply:

- **Authorized Use:** Personally owned devices are permitted for use during the approved lunch break and only in the employee lunch room. The Club expressly prohibits the use of personally owned devices in locker rooms, restrooms, and other areas where there is an expectation of privacy. Using any personally owned devices or electronics while on your scheduled shift or while on park grounds will result in a written warning and/or possible termination even if it is the first offense.

- **Monitoring and inspection:** Blackstone Valley Boys and Girls Club reserves the right to monitor, inspect, copy, and review a personally owned device that is brought to the Club with the employee's permission. If it is found that there is incriminating material on a device, the employee will be suspended from the program for a time determined by management and local law enforcement will be contacted.

Employees may refuse to allow such inspections however, the employee may face disciplinary action up to and including termination if advised by the Club's Board of Directors.

- **Loss and damage:** The Club strongly recommends that personally owned devices remain in the employee's personal vehicle. If an employee chooses to bring such a device on Club grounds, the device must be either locked in the employee's designated Club locker or in the employee's designated pouch located in the Club office. Supervisors and the Club at large are not responsible for the security and condition of any employee's personal device. Furthermore, the Club is not liable for the loss, damage, misuse, or theft of any personally owned device brought to the Club.
- **Password and access:** To prevent unauthorized access, devices must lock themselves and require authentication using the strongest features available on the device. A minimum standard would require a typed password of at least six characters or numbers, though some devices utilize fingerprint or other biometric technologies.
- **Internet access:** Personally owned devices used at the Club must access the internet via the Club's content-filtered wireless network and are not permitted to directly connect to the internet through a phone network or other content service provider. Blackstone Valley Boys and Girls Club reserves the right to monitor communication and internet traffic and to manage, open or close access to specific online websites, portals, networks, or other services. Employees must follow Club procedures to access the Club's internet service
- **Club devices:** Shall include any and all Club-owned existing and/or emerging technologies and devices that can take photographs, play, and record audio or video, input text, upload and download content and/or media and transmit or receive messages or images.
- **Club Purposes:** Shall include but are not limited to the delivery of program activities, accessing sanctioned training or career development opportunities, communication with experts and/or authorized Club employees and for Club purposes or management of other Club activities, such as member check-in or incident reporting. Employees are expected to act responsibly and thoughtfully when using technology resources. Employees bear the burden of responsibility to ask their supervisor when they are not sure of the permissibility of a particular use of technology prior to engaging in that use.
- **Appropriate use:** Employees may not use any technology to harass, threaten, demean, humiliate, intimidate, embarrass, or annoy their peers or others in their community. Any inappropriate use of a personally owned device, as determined by a supervisor, can lead to disciplinary action including but not limited to confiscation of the device, immediate suspension from the Club, termination of employment or volunteer assignment or other disciplinary actions determined to be appropriate to the Club's existing disciplinary policies including, if applicable, referral to local law enforcement.

Any inappropriate or unauthorized use of a personally owned device, as determined by a supervisor, can lead to disciplinary action including but not limited to confiscation of the device, immediate suspension from the Club, termination of employment or volunteer assignment or other disciplinary actions determined to be appropriate to the Club's existing disciplinary policies, including, if applicable, referral to local law enforcement.

Inappropriate communication includes but is not limited to:

- Obscene, profane, lewd, vulgar, rude, inflammatory, threatening, or sexual content or disrespectful language or images typed, posted, or spoken by employees or members.
- Information that could cause conflict.
- Personal attacks, including prejudicial or discriminatory attacks.
- Harassment (persistently acting in a manner that distresses or annoys another person) or stalking others.
- Knowingly or recklessly posting false or defamatory information about a person or organization.
- Communication that promotes the destruction of property, including the acquisition of weapons or other destructive devices.

If an employee is told to stop sending communications, he/she must cease the activity immediately. Employees must be aware of the appropriateness of communications when using Club or personally owned devices. Inappropriate communication is prohibited in any public or private messages, as well as material posted online.

Employees may not use any technology to harass, threaten, demean, humiliate, intimidate, embarrass, or annoy others. This behavior is cyberbullying, which is defined as bullying that takes place using existing or emerging technologies and devices. Any cyberbullying that is determined to disrupt the safety and/or well-being of the Club, Club employees, Club members or community is subject to disciplinary action.

Examples of cyberbullying include but are not limited to:

- Harassing, threatening or hurtful text messages, emails, or comments on social media.
- Rumors sent by email or posted on social networking sites.
- Use of embarrassing pictures, videos, websites, or fake profiles.

Communication with Club members: Employees may never use personal devices to communicate directly with Club members.

SOCIAL MEDIA/WEBSITE POLICY

Personal web sites and web blogs or logs such as Facebook, Twitter, Tumblr, Instagram, Pinterest, Etc. have become prevalent methods of self-expression in our culture. The BVBGC respects the right of employees to use internet mediums during their personal time. If, however, an employee chooses to identify himself or herself as a BVBGC employee on a website or web blog, he or she must adhere to the following guidelines:

- Make clear to the reader that any views expressed are the employee's alone and do not represent the BVBGC in any manner.
- Do not disclose any information that is confidential or proprietary to the BVBGC or to any third party. Furthermore, employees may not disclose any confidential information about employees, members and /or program participants or their children or families. Pictures taken in the BVBGC or in a BVBGC activity, even with a camera phone, may not be distributed on any web site or email without the prior express written permission of those photographed and the BVBGC.

Because the BVBGC serves the needs of children and families, it is important if identifying oneself as a BVBGC employee to always conduct oneself using the core competencies of the organization. Making slanderous remarks about the BVBGC or anyone affiliated with the BVBGC including other staff, members, vendors or program participants will result in discipline up to and including termination of employment and likewise may subject the employee to financial liability to the person(s), organization, or business defamed. Employees may not manage personal web sites or "blog" on BVBGC time or on BVBGC computers. Employees may not add the BVBGC link to their web sites.

If "blogging" activity or personal web site activity is seen as compromising the BVBGC in any way, including the good name and image of the BVBGC in the community, the BVBGC may request a cessation of such commentary, be it visual or written, and the employee may be subject to disciplinary action up to and including termination of employment. The posting online of obscene, pornographic, racist, sexist, offensive or other inappropriate pictures or content by a BVBGC employee may create activity that is contrary to BVBGC if either the content or the site at or from which the content may be accessed is associated in any manner with a BVBGC employee. If such an incident should arise, BVBGC management will review and decide if any adverse employment action, up to and including termination of employment, shall be taken. The BVBGC reserves the right at any time to check employee web pages and blogs. Employees who become aware of web pages or blogs that potentially violate the standards set forth in this policy are **required** to notify BVBGC management.

USE OF VIDEO SURVEILLANCE POLICY

The Blackstone Valley Boys and Girls Club recognizes that maintaining the safety and security of Club members, employees, volunteers, and Club property is best implemented with a multifaceted approach. Modern technology, including video surveillance, can provide tools to maintain safety and security. While video surveillance does not replace appropriate supervision by Club personnel, it can provide an additional layer of protection.

Please note that the Blackstone Valley Boys and Girls Club has live view cameras only. Cameras do not have the ability to record.

BV
BVB
BG
GC