

Why Risk It?

RISK REDUCTION RECOMMENDATIONS & REVIEWS

The Y in Central Maryland



September 2024

Spotlight: 10 Actions for a Culture of Safety

It's critical that we establish, train associates on, implement, and enforce a system of health and safety practices that ensure participants are kept safe at all times. The 10 actions below are prevention strategies used by programs that prioritize children's safety and well-being:

1. Use Data to Make Decisions: use our incident data to look at the who, what, where, when, why, and how to identify and eliminate hazards; and implement strategies to promote a culture of safety.
2. Actively Supervise: ensure children are never alone or unsupervised. Associates position themselves so that they can observe, count, and listen to participants at all times.
3. Keep Environments Safe and Secure: programs create, monitor and maintain hazard-free spaces. This includes removing or preventing access to the hazard (chemicals, sharp objects, etc); and repairing and replacing damaged equipment as needed.
4. Make Playgrounds Safe: regularly inspect and maintain age-appropriate outdoor play spaces; and establish zones in which associates are positioned to see participants at all times.
5. Transport Participants Safely: programs should adhere to our transportation policies and procedures, including supervision policies, drop-off and pick-up procedures, and maintenance inspections.
6. Report Child Abuse and Neglect: all Y associates are mandated reporters and, as such, are required to report suspected child abuse and neglect. See our [Y Child Abuse Prevention Plan](#) for details.
7. Be Aware of Changes that Impact Safety: associates should anticipate and prepare for children's reactions to transitions and changes in routines. Implement planned and intentional transitions.
8. Model Safe Behaviors: associates establish nurturing, positive relationships by modeling safe behaviors. Implement rules aligned with our core values; review them daily with your participants.
9. Teach Families about Safety: associates engage families about safety issues and partner with them about how to mitigate risks in the program and at home. Use family events and activities as an opportunity to discuss and educate families about health and safety.
10. Know Your Children and Families: associates plan activities with an understanding of each child's abilities and partner with families to implement strategies focused on safety and health. Establish two-way communication with families to help identify, anticipate, and reduce a participant's unsafe behaviors.

Our participants are safer when we all work together to improve the strategies we use across our programs. Refer to the Policies & Procedures Manual and/or the Associate Handbook for your program for more information; or contact the Risk Department for more details.

(information courtesy of The National Center on Early Childhood Health & Wellness)

Action Required: Mandatory Trainings

As part of our commitment to ensuring a safe environment for everyone at the Y, all associates are required to complete the following courses annually: **Child Abuse Prevention** and **Bloodborne Pathogens**.

Training must be completed between **August 26 - Sept 13, 2024**. Please note, this requirement applies to **ALL** active associates hired before August 20, 2024, regardless of when the courses were last completed.

These e-learning courses can be found in Dayforce, with instructions and screenshots [here](#) for all associates. Instructions for supervisors are [here](#).

Child Abuse Prevention (August 2024 - August 2025)*

- Foundations: Preventing Abuse in Youth Serving Organizations
- Duty to Report: Mandated Reporter
- FOR SUPERVISORS ONLY: Abuse Risk Management for Supervisors

**Spanish versions are available. Email trainer@ymaryland.org if desired.*

Bloodborne Pathogens (August 2024 - August 2025)

- Bloodborne Pathogens 2024

If you have any questions, please reach out to trainer@ymaryland.org. Thank you for your commitment to the safety of our organization, colleagues, and members.

Risk Reminders

Questions about mitigating risk? Email riskmanagement@ymaryland.org.