

## **National Grange Child Protection Policy**

The National Grange is committed to providing an environment that is safe for all minors, Juniors and Youth, during National Grange events and activities. This National Grange Child Protection Policy (Policy) is designed to protect our young people, instill confidence in those entrusting us with their children, and protect adult volunteers and staff from allegations that may be unwarranted.

The National Grange has ZERO tolerance for abuse of anyone, especially our minor members under the age of 18. The Safe Gatherings requirements below are mandatory and must be met before working with minors under the age of 18 at all National Grange or Regional Grange events and activities. It is recommended that each State Grange follow and adopt this Policy as well.

### **SAFE GATHERINGS REQUIREMENTS**

- Any individual, aged 18 and above, working directly with minors under the age of 18 must complete a safety training course and national background check through Safe Gatherings. All reports are kept confidential by Safe Gatherings.
- The Safe Gatherings training course, background check, and reference checks must be completed and the certificate secured BEFORE arriving at the event or activity where the adult is assisting. It is suggested that adults complete this training at least one month prior to the National Grange or Regional Grange event or activity.
- It is required that the Safe Gatherings training course be completed every two years.
- Participants must submit the certification email to: [information@nationalgrange.org](mailto:information@nationalgrange.org). The Safe Gatherings fee must be paid upfront. Reimbursement is provided by the National Grange by submitting proof of passing the course, payment receipt, and the National Grange ACH Form.
- The training can be found at <https://safegatherings.com>.

### **GUIDELINES and SAFE PRACTICES**

When working with minors (youth under the age of 18) or organizing events in which minors are participants, the following guidelines shall be practiced.

#### **General:**

- All adults working directly with minors shall secure the Safe Gatherings certification.
- At all National Grange or Regional Grange events or activities, each State Grange must provide its own chaperone(s) for minors.
- There shall be a minimum of two unrelated, non-cohabitating adults present in all settings. Being alone with a child (other than your own) of any age is never appropriate.

- General “Rule of 3” – At least 3 people shall be present at any one time, whether it is youth together or adult chaperones with youth in and around the event or activity.
- Minors shall not be left unsupervised at any time.
- Adults shall use responsible behaviors. Adults shall not be under the influence of alcohol or drugs while working with minors.

**Health & Emergencies:**

- Each year, minors (ages 0-17) shall have a completed National Grange Medical Permission Form on file with the National Grange prior to participation in any National Grange or Regional Grange event or activity. No adult can treat a child unless consent is given by a parent/guardian.
- At least one adult at the event shall be certified in CPR and First Aid to provide medical care within the scope of their certification. All treatments provided shall be logged and documented.
- In cases of emergency, the minor will be transported by at least two adults to the closest medical facility OR emergency services will be called. If the parent/guardian cannot be reached, the chaperones and leaders on site will continue trying to reach the parent/guardian and alternate contact while treatment is initiated.

**Ages and Ratios:**

- Adults working with minors shall be at least 18 years of age and at least five years older than the minors being supervised.
- A minimum of two unrelated, non-cohabitating adults with each group of minors is required with adult to minor ratios as follows:
  - High School – 2:10 (two adults per every 10 minors)
  - Elementary and Middle School – 2:8 (two adults per every 8 minors)

**Driving and Travel Guidelines:**

- No adult, unless a parent/guardian, shall transport a minor alone to and from events.
- No minor shall transport other minors, unless related, to and from events.

**Rooming Guidelines:**

- For overnight events: Minor participants shall be provided their own beds whenever possible and shall always room with participants of the same age range and gender or be provided with individual rooms. Minor participants shall only room with an adult (over the age of 18) if there is dormitory or cabin-style sleeping available and either another participant or two unrelated, non-cohabitating adults share the same space. Dormitory or cabin-style rooms shall house only one gender. Minor participants shall never sleep alone in a room with an adult, unless a parent/guardian.

- Sleeping rooms are only for the participants assigned to those rooms. Event leadership shall keep a written record of all individual participants by room.
- Sleeping rooms shall not be a gathering place for other participants.
- There shall be a process in place for a nightly check-in and assurance that all participants are in their assigned room for the night. Check-ins shall be done in person, not by message passed through another participant or by phone or text.

### **CODE OF CONDUCT**

Each participant (minors, youth, and young adults) must sign the National Grange Code of Conduct each year prior to attending any National Grange or Regional Grange event or activity. Parents/guardians shall be given a copy. The National Grange Code of Conduct can be found on the National Grange website. Please submit completed National Grange Code of Conduct documents to [youth@nationalgrange.org](mailto:youth@nationalgrange.org).