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Child & Club Safety Policy Statement
Implementing a Safety Management System: Our Layers of Safety Protection

At the Boys & Girls Club of Greater Waterbury, safety is at the foundation of everything we do. We strive to create safe places where youth and staff thrive, and we are committed to maintaining a safe and healthy environment at all times.

To ensure the safety of our operations and services, we are committed a safety management system to identify, assess and mitigate risks and to continuously improve our safety performance. This requires our unyielding commitment to the following principles:

- Promoting the concept that safety is a core value and precondition to operations
- Enabling proactive identification, assessment and mitigation of risks associated with our activities, programs and services
- Fostering a positive safety culture through behavioral norms, expectations and unwritten rules
- Prioritizing the safety and health of all individuals involved in our operations
- Conducting risk assessments on a regular basis to proactively address risks and minimize the likelihood and severity of incidents
- Complying with all applicable laws, regulations and standards, including BGCA's membership requirements
- Actively encouraging the reporting of incidents and safety concerns without fear of reprisal
- Promoting safety awareness through open, regular communication and engagement
- Providing comprehensive training to employees, volunteers and other stakeholders to ensure they are equipped with the knowledge and skills necessary to perform their roles safely
- Allocating sufficient resources to support safety policies and processes
- Integrating safety into all aspects of our business planning and decision-making processes
- Ensuring all employees understand that we all have a daily obligation to pursue safety, quality and compliance as described in this Policy

This Child & Club Safety Policy and all underlying safety policies and procedures shall be reviewed annually to ensure continued effectiveness and relevance. It may be revised as necessary to reflect changes in regulations, industry standards and organizational requirements.

Adopted by the Board of Directors on the 28th day of January 2025.