

Currently, YMCA Camp Bernie:

- conducts interviews and work history checks prior to hiring;
- partners with Harver to conduct four reference checks for all applicants;
- Performs social media screening of all candidates
- partners with Praesidium to
 - conduct National Sex Offender Registry checks on all staff regardless of continuous employment;
 - conduct State & County Criminal Record Checks (felony and misdemeanor), Inmate and Criminal Record checks, Arrest and Booking Records checks on all staff regardless of continuous employment;
 - conduct Social Security verification, address history, and terrorist database checks on all staff regardless of continuous employment;
- utilizes the NJ State Child Abuse Record Information system to perform additional background checks
- utilizes the NJ State Criminal History Record Information fingerprinting system to check all staff in summer camp and childcare programs.
- requires all staff to sign a Code of Conduct and Active Supervision Policy
- requires all staff upon hire to complete training on appropriate interactions with campers as well as preventing, recognizing and responding to abuse;
- prohibits staff from ever being alone with a child where they cannot be observed by others;
- has a policy in place forbidding/limiting electronic communication between staff and youth
- restricts staff contact with children outside of YMCA programs;
- reports any allegations or suspicions of abuse to the proper authorities in accordance with New Jersey law;
- utilizes an internal system for anonymously reporting concerns/observations of other staff
- completes a comprehensive child abuse prevention self-assessment through Praesidium every two years;
- regularly administers a Board of Directors review of all Child Abuse Reporting and Training

Updated April 4, 2023