

Staff & Member Interaction Policy

It is critically important for our employees to protect themselves and the organization from perceptions and accusations of improper and unacceptable conduct toward our members in the Clubs. We all need to do our part to protect ourselves and our members, and maintain the trust and confidence of parents and the community.

Inside Clubs, and at all Club activities, there must be a minimum of two (2) adult staff present at all times. At NO time will any employee be in a room, or any location, alone with a Club member without being in clear view of others.

Under NO circumstances will staff have contact with any Club member outside of approved Club programs and activities. Prohibited outside contact includes, but is not limited to, any and all types of Internet social media, telephone, text messaging, email, regular mail, or in-person interaction.

Staff may not transport any Club members in personal vehicles or Club vehicles outside of approved Club programs and activities. ALL transportation of members must have the prior approval of management and the written approval of the member's parent or guardian on BGCSNV approved field trip permits.

Other activities that are strictly prohibited include, but are not limited to, the following:

- Taking photos or videos of Club members unless specifically approved and authorized by the President/CEO, Chief Development Officer or Chief Operating Officer.
- Posting photos or videos of Club members, or any information whatsoever about Club members or their families, on any Internet social media platform unless specifically approved and authorized by the President/CEO, Chief Development Officer or Chief Operating Officer.
- Allowing Club members to sit on laps, ride on shoulders, piggyback ride, or any activity involving direct physical contact with Club members.
- Carrying, hugging or kissing club members.
- Showing "R" rated movies at the Club or showing PG-13 movies to members age 12 and younger.
- Playing music that has not been approved by a Clubhouse Director.
- Making vulgar or otherwise inappropriate comments in front of or about Club members or their families.
- Leaving Club members unattended or alone.
- Loaning money or any personal property whatsoever to Club members. Failure to strictly adhere to these prohibitions will result in disciplinary action up to and including termination of employment.