



YMCA of Southern Nevada Inclusion Policy

All YMCA of Southern Nevada staff and high access volunteers must abide by the following policies:

Written Statement of Inclusion Policy

At the YMCA, we actively promote inclusive practice. The needs of our children, families, and staff are of the utmost importance to us. All children are welcome in our programs regardless of ability, need, economic circumstance, background, culture, race, religion, gender identity, or sexual orientation. Our inclusive practice is a reflection of the YMCA's foundation and values. Our curricula, activities, materials, and environment are used to reflect diversity in families, children, and our community. When necessary, we can provide accommodations to help the success of all children in our program. We are happy to accommodate children who have individualized Education Plans (IEPs) and can assist families who need support in securing additional help and resources when there are mutual concerns about their child's development. Participation in our Brigance Screen III, our yearly ASQ assessment will help determine if there is a developmental concern. All concerns will be immediately and confidentially communicated to parents so we can create a plan of action to best assist the child.

If your child requires accommodation parent meetings are encouraged prior to the start of the registered program. Parents are requested to complete their child's online profile thoroughly to provide accurate information to the YMCA of Southern Nevada staff team to ensure the child is set to succeed prior to entering the program.

Behavior and Guidance

Our goal is to guide children in becoming self-confident, responsible, and cooperative participants. We use a positive approach to behavior modification; when the rules are broken, we use redirection and one-on-one talks with your child. We encourage children to be responsible for their own behavior. In the event unfavorable behavior persists, staff may:

- Develop a behavior plan for corrective action
- Engage parents in the process to solve challenges as a team
- Schedule a parent/staff conference as needed
- Provide resources for behavioral modification

Staff will have continuing education in developmentally and culturally appropriate training in social-emotional training (pyramid model), positive behavior guidance, and first aid mental health. Each topic will be covered yearly but trainings will be done quarterly.

Our preschool program regularly screens children for social emotional risk factors on an annual basis and/or as need arises. We share our findings during parent/teacher conferences.

When behavior challenges occur, we assess our program space to see if it is environmental (room arrangement and/or routine). Next, we talk to the family to see if there are any challenges going on in the home environment. We then create a plan to help the child and the family (if needed). Resources in the community will be connected and provided to the family such as The Children's Cabinet, early intervention resources, speech therapy, family or child therapy, and Early Childhood Community Health worker program.

The YMCA of Southern Nevada partners with families to support them and help connect them to services within the community to prevent expulsion and suspension of children in our care. Every effort will be made to resolve behavior challenges while reinforcing your child's positive self-image, building self-confidence, and teaching self-control. When our combined efforts fail to enact change, the enrollment of your preschooler may result in suspension, expulsion or other exclusionary measures.

We will create a transition plan as needed for the child and family to include referrals and review of any IEP/IFSP and 504 plans.

Youth Character Contract

Youth Character Contract is signed off on by all Primary Guardians in Daxko for active accounts.

Y Youth are:

- Caring: They understand that it is important to use and care for equipment properly so that others can enjoy them also. Therefore, they commit to caring for the property of the YMCA, staff, and other Youths. They also commit to being kind to one another at all times.
- Honest: They commit to being truthful in what they say and do, even when it is easier to be dishonest.
- Respectful: They commit to treating others the way they want to be treated. This includes keeping hands and feet to themselves, using appropriate words to settle differences, refraining from inappropriate or demeaning conversations, and following directions the first time given.
- Responsible: They commit to remaining with their group and within eyesight of staff at all times. They also commit to keeping their belongings with them throughout the day and to being accountable for their words and actions.

Youth Behavioral Guidelines:

The following policy will be followed for the general misbehavior of children:

- 1st offense: Youth will be given a verbal warning.
- 2nd offense: Youth will be redirected. An 'About My Day' report will be written.

- 3rd offense: Youth will speak with the Program Director and the Youth's parent will be called to discuss a positive action plan and/or be required to pick-up the Youth within one hour of being contacted. The Youth may be suspended from the program for a period of time that the Program Director deems is reflective of the severity of the offense.
- 4th offense: Youth will speak with the Program Director and the Youth's parent will be required to pick-up the Youth within one hour of being contacted. The Youth will be expelled from the program.

Youths who engage in aggressive (e.g., kicking, punching, biting, spitting) or uncooperative (e.g., not staying with the group, running away) behavior toward staff or other youths will start at the 3rd offense guideline.

Staff, volunteers, and partners are expected to maintain the strictest level of confidentiality regarding behaviors, discussing it only with their supervisor and – upon request – other members of the YMCA's senior leadership. This includes not discussing it with others who were present or involved, the child, unaffiliated contacts, and the like.