

JuMP Company Youth Protection Guidelines

Our intention is to provide advance notice of appropriate and inappropriate behaviors in order to keep both youth and adults safe and avoid behaviors that put them at risk.

One-on-one contact between adults and youth is prohibited.

No adult involved in a JuMP Company activity should ever be alone with any non-family youth member. In any situation requiring a personal meeting, the meeting is to be conducted in view of other adults and youths. Interactions with all youth volunteers/paid techs of a JuMP production should follow the same guidelines. This includes cyber-space. Another adult leader should be aware of any electronic communication between an adult and a youth.

Privacy of youth respected

All participants must respect the privacy of all youth in all situations. Understanding that theater requires a certain amount of clothing changes and costume fittings, all care will be taken to respect individual privacy wishes. When any adult presence is required, at least 2 adults or additional youth must be present.

No bullying

No verbal, physical, or cyber bullying is tolerated within JuMP Company. No hazing activities are permitted. Any present adults will intervene immediately to prevent bullying.

Discipline must be constructive

Discipline used should reflect during JuMP Company events should be constructive and reflect JuMP Company values. Corporal punishment is never permitted.

Appropriate attire for all activities

Proper clothing for activities is required. For example, no overtly sexual, revealing, violent, or vulgar clothing will be appropriate for any adults or youth.

Grooming Behaviors

The following list of behaviors are considered “grooming behaviors” and are not acceptable regardless of intention or parental permission:

- Granting special privileges or assistance to an individual
- Meeting privately in unsupervised settings
- Providing rides home without an additional adult or youth present
- Writing letters, emails, or giving gifts
- Moving closer and closer physically or being inappropriately close
- Using inappropriate language including, but not limited to, swearing or sexual comments or innuendo.
- Furnishing alcohol or unauthorized substances or encouraging their use.

Adults who interact with youth outside of these parameters place themselves in an extremely vulnerable position regarding complaints of inappropriate behavior.

Reporting and Action

Violations of any of these Youth Protection Policies must immediately be reported to the JuMP Company Executive Board. All reports will be investigated. The individual reporter doesn't necessarily need to have been personally involved. A report may be anonymous. Any individual who reports a complaint in good faith, will be free of consequences for the report regardless of the outcome. In some cases, the Executive Board President may request that the violation be reported in written form.

The Executive Board will discuss the specific behavior or situation and resolve it by using any of the following measures:

1. Deciding that no inappropriate actions have been taken.
2. A reminder of the official signed policy and a written warning.
3. A notification to any parent who may be concerned with the situation.
4. A temporary removal from any current JuMP activity or event.
5. An immediate removal from any further contact with the youth in the organization.
6. A dismissal from the JuMP Senior Board.
7. Loss of payment for any non-volunteer positions.
8. A notification to local law enforcement agencies.

The JuMP Company Executive Board will keep a written record of all reports made and investigative materials. This record will not be purged at any time. This record will be maintained in the possession of the current JuMP Company Senior Board President. A duplicate copy will be maintained by the current JuMP Company Senior Board Vice President.

Awareness

All adults involved with JuMP Company will be informed of these policies. Senior Board Members will all sign a document indicating that they know and understand these policies. Other involved adults will be given notification at Parent Meetings and as deemed appropriate by any Senior Board member.

****Signing the membership form indicates
that you understand and agree to abide by this policy****