

Member Expectations Policy

BGC's of Newport County (BGCNC) Member Expectations

Crisis Development (behavior levels)	Staff approaches / attitudes
Anxiety- A noticeable increase or change in behavior, e.g. pacing, finger drumming, wringing of hands, staring.	Supportive- An empathetic non-judgmental approach attempting to alleviate anxiety
Defensive- The beginning state of loss of rationality. At this stage, the individual becomes belligerent and verbally challenges authority.	Directive- Staff takes control by setting limits (offer possibility first)
Acting Out Person- The beginning stage of loss of rationality, belligerent behavior, challenging behavior.	Nonviolent Physical Crisis Intervention- SAFE, non-harmful control and restraint technique used to control individual until he can regain control of his behavior. This technique should only be used as a last resort when an individual presents a danger to himself or others
Tension Reduction- Loss of physical and emotional energy which occurs after a person has acted out, regaining rationality.	Therapeutic Rapport- An attempt to re-establish communication.

Behavior Expectations

In order to maintain a safe, respectful, and positive Club environment, Members agree to the following terms and conditions:

1. Members will use appropriate language toward every staff and Club Member.
2. Members will not participate in bullying, threatening, or violence.
3. Members will respect the equipment and property of the Club and other participants at all times.
4. Members will participate in Club activities, including Power Hour.
5. Members will have fun and keep a positive attitude.

The Member & his/her family understand that if at any time the Member refuses to obey the above terms, creates a continued disruption to Club programs, or threatens the safety of other Club Members the following will apply:

- Step 1- Staff will attempt redirection and offer a chance to change the behavior
- Step 2- Call home and request immediate pickup of the Member
- Step 3- Suspend the MEMBER from the program for the following day
- Step 4- Suspend for 1 week or longer, depending on the severity of the behavior

Violence, Bullying, theft or harassment will result in suspension and/or reporting to the proper authorities.

Staff/ Member Interactions

BGCNC is committed to providing a safe environment for members, staff, and volunteers. To further ensure their safety, the organization prohibits all one-on-one interactions between Club members and staff and volunteers (including board members). All staff and volunteers must abide by the following:

- Ensure all meetings and communications between members and staff or volunteers are never private
- Ensure in-person meetings take place in areas where other staff and/or members are present.

- Communicate to another staff member whenever an emergency arises that necessitates an exception to this policy.
- Never initiate private or isolated one-on-one contact with a member.
- Never have a private or isolated meeting or communication with a member. This includes in-person meetings and virtual communications such as texting, video chat and social media between only a staff member or volunteer and a single member.
- Never transport one Club member at a time. This includes transportation in Club or leased vehicles.

Exceptions may only be made when delivering medical or counseling services by a licensed, trained therapist or similar professional. All exceptions shall be documented and provided to Club leadership in advance. If an emergency arises that necessitates an exception to this policy, the emergency exception shall be communicated to Club leadership as soon as practicable, and ideally before engaging in one-on-one interaction.

Technology Policy

Appropriate use: Inappropriate use of a Club or personally owned device, as determined by Club staff, can lead to disciplinary action which may include confiscation of the device, immediate suspension from the Club, termination of membership or other disciplinary actions including, if applicable, referral to local law enforcement. Inappropriate communication is prohibited in any public or private messages, as well as material posted online. Inappropriate communication or technology use includes but is not limited to the following:

- Obscene, profane, lewd, vulgar, rude, inflammatory, threatening, or disrespectful language or images typed, posted, or spoken by members;
- Information that could cause damage to an individual or the Club community or create the danger of disruption of the Club environment;
- Personal attacks, including prejudicial or discriminatory attacks;
- Harassment (persistently acting in a manner that distresses or annoys another person) or stalking of others;
- Knowingly or recklessly posting false or defamatory information about a person or organization; or
- Communication that promotes the destruction of property, including the acquisition or creation of weapons or other destructive devices.
- Attempting to gain unauthorized access to the Clubs network or to computers within that network.

If a member is told to stop sending communications, that member must cease the activity immediately.

Cyberbullying: Members may not utilize any technology to harass, threaten, demean, humiliate, intimidate, embarrass, or annoy their peers or others in their community. This behavior is cyberbullying, which is defined as bullying that takes place using emerging technologies and devices. Examples of cyberbullying include, but are not limited to:

- Harassing, threatening or hurtful text messages, emails, or comments on social media.
- Rumors sent by email or posted on social networking sites.
- Embarrassing pictures, videos, websites, or fake profiles.

Loss and damage: Members are responsible for keeping devices with them at all times. Staff are not responsible for the security and condition of the member's personal device. Furthermore, the Club is not liable for the loss, damage, misuse, or theft of any personally owned device brought to the Club.

Monitoring and inspection: BGCNC reserves the right to monitor, inspect, copy, and review files stored on Club-owned devices or networks. In addition, BGCNC reserves the right to inspect and/or review personally owned devices that are brought to the Club. Parents/guardians will be notified before such an inspection takes place and may be present, at their choice, during the inspection. Parents/guardians may refuse to allow such inspections, but the member may be barred from bringing personally owned devices to the Club in the future.

Internet access: Personally owned devices used at the Club must access the internet via the Club's content-filtered wireless network and are not permitted to directly connect to the internet through a phone network or other content service provider. BGCNC reserves the right to monitor communication and internet traffic, and to manage, open or close access



to specific online websites, portals, networks, or other services. Members must follow Club procedures to access the Club's internet service.

Parental notification and responsibility: While the BGCNC Technology Acceptable Use Policy restricts the access of inappropriate material, supervision of internet usage might not always be possible. Due to the wide range of material available on the internet, some material might not fit the particular values of members and/or their families. Because of this, it is not considered practical for BGCNC to monitor and enforce a wide range of social values in student use of the internet. If parents/guardians do not want members to access information beyond the scope of the Technology Acceptable Use Policy, they should instruct members not to access such materials.

Digital citizenship and technology safety training: All members who wish to use BGC's device or equipment will be required to complete a BGCA-provided technology safety training. This training is required for all members annually.

All other safety policies may be found on our website. By signing below, you agree to abide by these policies.

Signed _____ date _____