



## BGCSA Parent Handbook

*Mission Statement: To inspire youth, especially those who need us most, to achieve their full potential in a safe, positive and engaging environment that promotes education, health, and character development.*

The Boys & Girls Clubs of San Antonio (BGCSA) would like to thank you for allowing your child(ren) to join our program. This handbook was designed to inform parents of the policies and procedures of the Boys & Girls Clubs of San Antonio. To ensure a safe, healthy, and fun environment for all our members, we ask that you familiarize yourself and your child(ren) with the rules and guidelines. If at any time you have questions or concerns, please call the club, and speak to a Boys & Girls Clubs of San Antonio representative.

Club Site	Branch Management	Contact Information
Calderon Clubhouse & Smilow Teen Center 600 SW 19 <sup>th</sup> Street San Antonio, TX 78207	Autumn Redmon, Branch Director Stephanie Gonzalez, Program Manager	(210) 434-4383 Calderon Clubhouse (210) 431-9045 Teen Center
Eastside Clubhouse 3503 Martin Luther King Dr. San Antonio, TX 78220	Brendalyn Morris, Branch Director Lauren Garcia, Program Manager	(210) 227-2642
Rayburn Clubhouse 635 Rayburn Dr. San Antonio, TX 78221	Gina Torres, Branch Director Michaela Ware, Program Manager	(210) 310-9656
Mays Family Clubhouse 123 Ralph Ave. San Antonio, TX 78204	Az Flores, Branch Director Ezekiel Harris, Program Manager	(210) 431-7990

### **Club Membership**

Club membership is required for participation in one of our programs. Club members must be 6-18 years old to enroll at a club. Age restrictions may apply to your club, please speak to a club representative to see the age requirements at your club. The Boys & Girls Clubs of San Antonio will not discriminate against any individual on the basis of sex, religion, race, color, national origin or disability. Every parent must attend a Parent Orientation to discuss updated policies and procedures. Club members are not allowed to attend programming unless this requirement has been fulfilled.

### **Staffing for Success**

BGCSA has been providing programs for youth in our area for more than 80 years. The most critical component of our program success is founded on providing educated, well-trained staff dedicated to our mission. It is our expectation that staff members always represent BGCSA in a positive professional manner. All staff members participate in regular in-service training, trained in Trauma Informed Care, and are certified in CPR and First Aid. The average adult-child ratio at BGCSA is 1:20; however, members may occasionally participate in large group activities where the ratio is increased.

### **Member & Parent Grievance Procedures**

If your child(ren) have a problem while at the Club, please encourage him/her to talk with a staff member or any of our available directors. In the same regard, we encourage parents to communicate with the Branch Director to discuss any concerns that you might have at any time. Problems can be resolved only through communication and cooperation with one another. We want to provide an atmosphere where your child(ren) feels safe and has fun while learning. If in the event the Branch Director is not available or further assistance is required, you may contact Maria Reynolds, *Senior Director of Clubhouse Operations*, at (210) 436-0686. Please note that any inappropriate language or conduct by a parent/ guardian may result in the refusal of services.

### **Club Member Attendance & Participation**

For our club members to fully gain the benefits of club programming it is required that all youth attend at least four times a week. If a child refuses to participate in an activity, he/she must remain with his/her age group and be receptive to general direction. Club Staff will place phone calls home to youth who are not attending at least four times a week. Club privileges are contingent upon participation and conduct. Club members are allowed one unexcused absence. Parents must submit a written letter and/or email stating why their child(ren) was unable to attend the club. On the second unexcused absence, club members will lose their spot in the program. If a club member is sick, club members must have a doctor's note for the absence to be excused. If a club member is sent home sick for the day due to an elevated temperature, they will not be allowed to come back to the club without a doctor's note or have been symptom-free and fever-free for 24 hours (without fever-reducing medication).

### **Community Service at the Club**

Community service is a method in which BGCSA teaches youth about Good Character & Citizenship. As a member of BGCSA, opportunities for community service will be provided, for example, handing out snacks, picking up trash outside, wrapping gifts, etc. Occasionally community service/volunteer events outside the club are available and introduce members to new skills, careers and prepare them for the workforce. Participation in community service is optional but highly encouraged.



## BGCSA Parent Handbook

### Safe Passage

To ensure the safety of our club members, we ask our club members and parents to adhere to the following guidelines:

- The front doors of the club will remain locked throughout the day to outside visitors. Visitors and parents must have an appointment before entering the facility.
- When a club member leaves the club, they may not return until the following day.
- Club members ages 12 years old and up may obtain written permission from a parent/guardian to sign themselves out and walk home. Parents/guardians wishing this arrangement must meet with club management and complete a Club Member Walker Release Form. The Boys & Girls Clubs of San Antonio is not responsible for youth when they sign-out. If written authorization is on file and a child(ren) is walking home from the club, they must leave the premises before 5:30pm to ensure a safe arrival at home prior to sundown.
- Club members that leave unescorted without written permission will face disciplinary actions of a two-week suspension up to termination of membership.
- A responsible parent/guardian (18 years & up) must sign out club members prior to pick-up time. Identification may be requested to verify proper pick-up authorization. Parents/Guardians must be free from impairment and arrive on time. Please see *Impaired Parent/Guardian & Late Pick-Up Policy* for additional information.
- BGCSA employees are prohibited from signing out or transporting club members home in personal vehicle, unless identified as an immediate family member.

### Elopement Policy

The Boys & Girls Clubs of San Antonio (BGCSA) encourages members to remain at the Club until a parent or responsible adult picks them up. However, we cannot physically restrain and/or legally require a member to stay at the Club. An understanding on leaving the Club must exist between the parent and the child. We suggest that parents have a conversation with your child(ren) about your decision on when and how your child(ren) can leave the Club site. If the child has parental permission to leave at a certain time, it is required that the parent complete and turn in a Club Member Walker Release Form. The Boys & Girls Clubs of San Antonio are "drop off" facilities. The Boys & Girls Club of San Antonio is not responsible if a member leaves the Club and/or facilities or grounds, although we do our best to keep this from happening. Staff will notify parents and proper authorities if a youth leaves the Club prior to pick-up or without parental permission. Parents must understand that the Club is NOT regulated as a licensed daycare by the State of Texas and that an open campus policy is always in effect. Furthermore, the Club is NOT responsible for the time or manner in which a child (or ward) may arrive at or leave the facility.

### Pick Up & Drop Off Procedures

#### **Curbside Drop Off Procedures:**

1. Parents/Guardians will drive up to the designated drop off area, put car in park, and remain in their vehicles. Please park closest to the sidewalk and refrain from allowing child(ren) to cross vehicles or roadways.
2. Parents/Guardians will call the club phone number to notify the front desk of their child(ren)'s arrival.
3. Club Staff remain at the club's doorway to intake child(ren) for the day and escort child(ren) to the club.

**Pick-Up Procedures:** Pick up procedures will be conducted outside of our clubhouse doors. Parent/Guardians will not be allowed into club facilities unless an appointment has been made. Branch management is available to meet parents at the door to answer any questions and daily updates.

1. Parents/Guardians will park their vehicles in a parking space and walk to the club's front door.
2. Parents/Guardians will sign out their child(ren) in the notebook located right outside the club's front doors.
3. Once you have signed your child(ren) out, please ring the doorbell and let the front desk employee know who you are and who you are picking up.
4. Parents/Guardians may be requested to present a photo ID or Driver's License with them to verify authorization for child(ren) pick up.
5. If a Driver's License/Identification Card is unavailable for verification, personal identifiable question(s) regarding your child will be asked. For example, what is your home address? What is your child's date of birth?
6. After verifying the identity of the designated pick-up person, the front desk employee will notify Club Staff via walkie talkie to release your child(ren).

### Parent Remind.com Text/Email Updates

During your child(ren)'s initial club membership registration you will be required to sign-up for Remind.com. This website is used by club management to communicate important updates such as club holidays, early closures, club programs, and emergency Lock Out/Lock Downs. Throughout the year you will be prompted to update the phone number(s) on file to ensure that lines of communication are always open.



## BGCSA Parent Handbook

### Impaired Parent/Guardian Policy

A responsible parent/guardian (18 years & up) must sign out club members prior to pick-up time. If the parent/guardian who is picking up the club member is suspected to be or appears to be impaired by drugs or alcohol, staff will contact another adult on the Pick-Up Authorization Form. The club member may not be released to a parent/guardian under the influence of drugs or alcohol. The club member will remain in the staff's care until the arrival of an authorized adult who can take responsibility for the club member's release. Proper authorities will be called after 30 minutes if a responsible adult on the Pick-Up Authorization Form is unavailable to pick up the club member(s).

### Late Pick-Up Policy

A late pick-up creates added cost to our program and a distraction from end of the day duties for our staff. If a club member is picked up late parents will be reminded of the policy with a written warning. Upon the second late pick-up a \$30 fee will be charged for the first minute and a \$1.00 per minute fee, per child.

If 30 minutes after closing your child(ren) are not picked up, and no contact has been made with a responsible party, the San Antonio Police Department and/or Child Protective Services will be notified.

*Written Warning Nullified:* In cases where the pickup is more than 15 minutes past closure, the late fee is automatically added, the warning given for the late pick-up becomes null and void. In other words, the fee replaces the warning as the consequence for the late pickup.

All fees must be paid prior to your child(ren) returning to the Club. All late fees and payment plans must be paid prior to renewing club membership to any BGCSA Program. Club members with unpaid late fee balances will not be eligible for any paid field trips.

### Refund Policy

Any funds collected for field trips and/or special events are non-refundable. If a club member is suspended from any field trip and/or special event due to behavior, a refund will **not** be granted. If a club member is absent from any field trip and/or special event due to an illness, a transfer credit to another field trip and/or special event may be granted. Funds collected for club memberships may be refunded if a member did not utilize club services for one day or more. Used club memberships are non-refundable. **No refunds will be given after 30 days of receiving payment.**

### Club Surveys & Report Cards

To maintain a low-cost membership fee, funders require BGCSA to report on club member attendance and academic progress. Throughout the year, clubs are required to obtain a copy of your child(ren)'s report card and/or standardized testing results. Upon registration, clubs may require a copy of your child(ren)'s latest report card with their membership application. At times club members will be asked to complete satisfaction surveys and/or pre & post surveys measuring knowledge gained from participation in club programs.

### Personal Belongings

Cell phones are brought at the discretion of each member and are to be used for safety purposes only. If a member must contact their parents for any reason, BGCSA staff must be made aware of this occurrence. Parents are encouraged to talk to their children about safety measures and about leaving all additional valuables at home, for example: toys, purses, money, etc. Personal belongings such as electronics may be confiscated if they become a distraction to the program or are being used incorrectly. Confiscated items will be returned to parents upon pick-up.

### ***The Club is not responsible for any lost, damaged, and/or stolen items.***

Boys & Girls Club of San Antonio reserves the right to monitor, inspect, copy, and review a personally owned item (i.e. device, bag/backpack, purse) that is 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. If so, the member may be barred from bringing personally owned items to the Club in the future.

### Technology Acceptable Use Policy

Before a member can use Club technology equipment or their personal device, both the member and his/her parent/guardian must read and sign the Technology Acceptable Use Policy and return it to the Club.

Digital Citizenship: Club members shall conduct themselves online in a manner that is aligned with the BGCSA's Code of Conduct. The same rules and guidelines members are expected to follow offline shall also be followed when online. The use of technology while at the club shall be used for program activities, career development, communication with approved experts and/or Club peer members, homework, and Club activities. Members are expected to act responsibly and thoughtfully when using technology. Members bear the burden of responsibility to obtain permission from staff when they are unsure whether they are allowed to use technology prior to engaging in its use. Members may not use any technology to harass, threaten, demean, humiliate, intimidate, embarrass, or annoy their peers or others in their community. Should a member behave online in a manner that violates the BGCSA Code of Conduct, that member shall face the same discipline policy and actions they would if their behavior had happened within the physical Club environment. Disciplinary actions include confiscation of the device, immediate suspension from the Club, termination of membership or other disciplinary actions and/or notification to local law enforcement.



## BGCSA Parent Handbook

**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. BGCSA 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.

**Club Owned & Operated Technology:** Members are expected to follow the same rules and guidelines when using Club-owned technology. Club-owned technology includes existing and/or emerging technologies and devices that can take photographs, play, and record audio or video, input text, upload and download content and/or media and transmit or receive messages or images. Club technology and systems are the property of the Club and are intended for Club purposes. Utilization of club-owned or personal technology may be used during approved times with appropriate supervision. Club members shall never access or use Club technology or systems without prior approval.

**Teen Cell Phone Policy:** Teen club members can only use cell phones and personal electronic devices in teen program areas. At times, teen members are encouraged to use their cell phones for activities like Kahoot! and/or internet scavenger hunts. However, teen members will be required to put cell phones and personal electronic devices away for specific programs. Please be sure to check with your Club's management for your club-specific electronic usage times.

**Authorized Use:** Club devices and personally owned devices are permitted for use during approved Club times for Club purposes and in approved locations only. The Club prohibits the use of Club devices or personally owned devices in locker rooms, restrooms, and other areas where privacy is expected.

**Monitoring & Inspection:** BGCSA reserves the right to monitor, inspect, copy, and review files stored on Club-owned devices or networks. In addition, BGCSA 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. If so, the member may be barred from bringing personally owned devices to the Club in the future.

**Loss & Damage:** Members are responsible for always keeping devices with them. 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.

**Communication through Devices:** Members must be aware of the appropriateness of communications when using Club or personally owned devices. Inappropriate communication is prohibited in any public or private messages, and material posted online. Inappropriate communication 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;
- Communication that promotes the destruction of property, including the acquisition or creation of weapons or other destructive devices.

***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. Any cyberbullying determined to disrupt the safety and/or well-being of the Club, members, staff or community is subject to disciplinary action.

**Unauthorized Access:** Members may not attempt to gain unauthorized access to the Club's network, or to any other computer system through the Club's network. This includes attempting to log in through another person's account or accessing another person's files. Members may not use the Club's network to engage in any illegal act, including, but not limited to, arranging for the purchase or sale of alcohol, tobacco, or other drugs; engaging in criminal activity; or threatening the safety of another person. Members may not make deliberate attempts to disrupt the computer system or destroy data by spreading computer viruses.

**Parental Notification and Responsibility:** While BGCSA's 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 values of members and/or their families. Because of this, it is not considered practical for BGCSA 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.



## BGCSA Parent Handbook

### **Outside Food Policy**

Boys & Girls Clubs of San Antonio provides meals and snacks at no cost to all club members. Outside food is prohibited during program hours. Parents wanting to provide food for their child must do so upon initial drop off in a lunch box/sack bag. Prior approval for outside food may occur for special occasions (i.e., birthday, holiday parties, etc.) If Parents/Guardians want to provide food or dessert for a member's birthday, they must provide enough for the entire group. This is to ensure fairness and safety to all club members in our facilities.

### **Health & Safety**

If your child(ren) has a known medical condition or disability (asthma, diabetes, ADHD, ADD, Autism, etc.) please be sure this information is recorded on the Membership Application Form. Parents will be asked to fill out the Medical Emergency section on the Boys & Girls Club of San Antonio Membership Application, which will be kept on file. It is suggested that parents take precautionary measures for situations that may arise during club hours.

BGCSA will treat minor injuries. In serious cases, the child(ren) may be taken to the local hospital by an emergency vehicle. Parents will be contacted immediately of any emergency. By signing a Membership Application, you give the club authority to have emergency services transport your child(ren).

Parents will be notified to pick-up their child(ren) immediately if they have any one of the following conditions: fever over 100 degrees, rash, open sore, runny nose, vomiting, head lice, diarrhea and/or an accident requiring medical attention. If child(ren) is not picked up within the hour a \$30 late fee will apply with \$1 per minute, per child. If a child(ren) stays home from school for being sick, he/she may not come to the club that same day. Club members who develop symptoms of a contagious illness while at the club must be picked-up immediately and are not eligible to return to the club without a doctor's note or have been symptom-free and fever-free for 24 hours (without fever-reducing medication).

### **COVID-19 Inherent Dangers and Assumption of Risk**

An inherent risk of exposure to COVID-19 exists in any public place where people are present including the BGCSA facilities and sports fields. COVID-19 is an extremely contagious disease that can lead to severe illness and even death. By granting permission for your child(ren) to participate in activities at the club, you are providing voluntary consent and consent for your child(ren) to COVID-19 related exposure.

### **Suspected Child Abuse & Neglect -Mandatory Reporting**

BGCSA is committed to protecting the safety of its club members. As professionals working with club members, BGCSA staff is mandated by Texas Law to report any incidences of suspected child abuse and neglect, within the required time frame in an appropriate and thorough manner. BGCSA supports this mandate and requires all full and part-time staff to follow applicable procedures when warranted. The law requires the source of complaints be confidential.

### **Dress Code Policy**

The Boys & Girls Clubs of San Antonio clubs will abide by the dress code policy of the area school district. The dress and grooming standards are intended to encourage good grooming and hygiene, instill discipline, prevent disruption, avoid safety hazards and teach respect for yourself. Boys & Girls Clubs of San Antonio Staff has the responsibility to determine appropriateness or attire expectations for the club setting, and to enforce the dress code standards established for all members.

1. Tops must be appropriately sized in the shoulders, sleeves and length.
2. Spaghetti strap tops, backless and see through clothing is prohibited.
3. Vulgar language and/or alcohol/drug advertisements on clothing is prohibited.
4. Pants must fit at the waist and be properly hemmed or cuffed at or below the ankle, not dragging on the ground.
5. Pants/jeans or the equivalent (skirt, sweatpants, leggings, a dress, shorts) must be no shorter than finger-tip length and free of rips that expose skin or undergarments above the finger-tip line.
6. Open toed shoes, slides, and flip flops are prohibited.

### **Club Member Medication Policy**

Parents must complete a Medication Permission Request Form if their child(ren) must take medicine while at the club. Such written permission is required for both prescription and non-prescription medication, regardless of the length of time the medication is to be taken. Medicine must be presented in its original properly labeled container to club management. Sample medicine or medicine obtained from outside the U.S. will not be administered at the club. Youth are not permitted to carry any prescription or over-the-counter medicines at the club or at any club related activities, with the exception of prescription asthma medicine or medicine for anaphylaxis. The prescription label must show that the medicine has been prescribed for that child. **Youth must self-administer and be in compliance with the prescription or written instruction from the child's physician or other licensed health care provider.** BGCSA Staff will observe child as they administer medication.





## BGCSA Parent Handbook

### Field Trips

All field trips away from the Club require a completed and signed Boys & Girls Clubs of San Antonio Permission Slip. Members will:

1. Follow instructions given by any staff, volunteer, or non-BGCSA personnel while on a field trip.
2. Respect the property of fellow passengers and that of the field trip site.
3. Club Member must be in club shirt.
4. Represent themselves, their community, and their family positively.
5. Arrive on time prior to departure time.
6. Not forge Permission Slips or give false information of approval.
7. Abide by all the rules field trip sites impose to all their guests.
8. Maintain behavior and be positive representatives of the Boys & Girls Clubs of San Antonio.
9. Field trips are a privilege. If a club member chooses to not follow club rules, they will not be allowed to attend field trips.

### Positive Club Climate

BGCSA follows the Positive Club Climate resource guides for classroom management and discipline. Positive Club Climate provides an evidence-based approach to building social emotional skills in young people. These guides help to create a positive climate in which both youth and staff feel emotionally safe, supported, and connected to one another.

### Code of Conduct

All members are expected to always adhere to the Boys & Girls Clubs of San Antonio Code of Conduct.

1. **I'll show kindness and respect to all; no matter how big, no matter how small.**
2. **I'll help keep our club clean and neat; a tidy space feels so complete.**
3. **I'll keep my hands and feet in place; respecting everyone's personal space.**
4. **I'll ask before I leave my zone; I'll stay where I am, I'm not alone.**
5. **I'll listen to staff, they know the way; their guidance helps me every day.**
6. **If I feel unsafe or not okay; I'll let the staff know right away.**

### Discipline Policy

Discipline is a must if we are to have a safe and valuable program for members. Please discuss with your child the behavior that is expected of him/her. Parents are asked to take the time to sit down and discuss the Code of Conduct with each member to ensure he/she clearly understands them.

Disciplinary Procedures: Members are expected to adhere to the Boys & Girls Clubs of San Antonio Code of Conduct. There are consequences for unwarranted behavior. Incidents will follow this general outline:

- 1<sup>st</sup> Incident Report: Warning/counsel by staff. Supervisor will be notified.
- 2<sup>nd</sup> Incident Report: Counsel by staff and supervisor. Parent conference may be required.
- 3<sup>rd</sup> Incident Report: Parent conference & suspension up to three days.

### Community Service as Disciplinary Action

Branch Management may assign community service in lieu of disciplinary action. Community service due to an incident at the club is seen as an opportunity to give members some time to reflect and regroup, while giving back to their club. Assigned community service must relate to the behavior needing to be redirected. For example, a club member that is in conflict with another, may be given the opportunity to work together

handing out snacks. Parent approval must be obtained before assigning community service to a club member.

### Suspension Policy

- Only the Program Manager and/or Branch Director will decide to suspend a member.
- Only the Senior Director of Clubhouse Operations has the authority to expel a member.
- No member will be suspended from the Club without notification to the parent(s).
- Depending on the severity of the incident, club members suspended from the program must be picked up from the Club immediately.

***Please Note: There will be incidents that are severe enough that suspension or expulsion will be the only choice without a first or second offense. Parent(s) may be required to complete a Parent- Branch Director conference before returning to the Club following a suspension.***



## BGCSA Parent Handbook

Disciplinary Action Guidelines	
Behavior	Consequence
Class/group disturbance	Verbal warning to written Incident Report
Damage or destruction of property	Suspension, restitution from parent and/or community service hours
Failure to accept disciplinary actions	Suspension to expulsion
False information/accusation	Verbal warning to expulsion
Gambling and/or selling of items	Parent conference to suspension
Horse playing and/or careless behavior	Verbal warning to expulsion
Inappropriate bodily contact both male & female	Parent conference to expulsion
Indecent exposure/obscene material	Parent conference to expulsion
Misuse of electronics (personal and/or club)	Taken, held at front desk, & returned to parent EOD. Club is not responsible for lost/damaged items
Profanity, vulgar gestures and or racial slurs	Suspension/parent conference to expulsion
Refusal to follow instructions	Verbal warning to written Incident Report
Repeated violations	Suspension to expulsion
Rude or disrespectful	Verbal warning to written Incident Report
Terroristic threats	Suspension to expulsion, police may be contacted
Theft	Suspension to expulsion
Threats to a fellow club member or staff	Suspension to expulsion
Violence (fighting)	Suspension to expulsion
Weapons, drugs, alcohol, vapes	Suspension to expulsion, police may be contacted

### **Bullying**

The Boys & Girls Club of San Antonio is committed to providing all club members with a safe and civil environment and will not tolerate any form of bullying at any club activity on or off club property. Bullying shall mean any written, electronic, verbal, or physical act that willfully harms another. Aggravated bullying shall mean willful harm motivated by race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity, mental disability, physical disability, appearance, or socioeconomic status. To be considered bullying, actions must exploit an imbalance of power between the student perpetrator(s) and the victim and if it interferes with a student's wellbeing or substantially disrupts the operation of the club.

To be considered bullying, actions must:

- Result in harm to the student or the student's property places a student in reasonable fear of physical harm or of damage to the student's property.
- Be persistent and pervasive that it creates an intimidating, threatening, or abusive environment.

If a club member believes that he/she has experienced bullying or has witnessed bullying of another member, it is important for the member or parent to notify a club staff, as soon as possible to obtain assistance and intervention. Club management will investigate allegations of bullying or other related misconduct. Any retaliation against a club member who reports an incident of bullying is prohibited.

### **Rules with Monetary Consequences**

Any damage caused by members will automatically result in parents being notified of their obligation to pay for repairs or replacement of damaged items. The member will not be allowed to return to the Club until the obligation is taken care of by the parent. The replaced item must be of the same make/model of the damaged item.

### **Emergency Management Procedures**

To ensure club member safety, the Boys & Girls Clubs of San Antonio is enforcing strict Emergency Management Procedures which include Fire, Lock Out and Lock Down Drills. Your cooperation is needed in the event of a drill or a real emergency. Please take note of the following Lock Out and Lock Down procedures:

- In the event of a **Lock Out**, all external doors will be locked. An example of this type of Lock Out is when there is a report or suspicion of an unsafe situation in the nearby community. An electronic notice will be sent out to all parents/guardians in the event that a Lock Out occurs.
- In the event of a **Lock Down** all external and internal doors will be locked and secured. An electronic notice will be sent out to all parents/ guardians of the Lock Down situation and to avoid coming to the premises until further notice. Once an electronic message is sent out, phone calls will not be answered until Lock Down has been lifted. Parents/Guardians arriving after the initial Lock Down will not be let into the facility until it is safe to return.

Further details on Emergency Response Procedures are available online and can be found by visiting our website. Parents/guardians can be provided a copy upon request.

***These policies and procedures are subject to modifications based on city, state, and national health and government official mandates and recommendations, and well as CDC guidelines.***