

CTIP Child Abuse and Molestation Policy

Purpose

CTIP is committed to providing a safe, nurturing, and inclusive environment for all children participating in our theater programming. This policy outlines our procedures to prevent, identify, and respond to incidents of child abuse or molestation.

Scope

This policy applies to:

- All CTIP staff, volunteers, contractors, and board members
 - All programming locations, including public parks, rented rehearsal spaces, and performance venues
 - All children and youth under age 18 participating in CTIP activities
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Policy Statement

CTIP strictly prohibits any form of abuse, molestation, or inappropriate conduct involving children. We maintain zero tolerance for:

- Physical abuse
 - Sexual abuse or molestation
 - Emotional or psychological abuse
 - Neglect or exploitation
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Prevention Measures

1. Screening and Background Checks

- All adults working directly with children must undergo:
 - PA State Criminal Background Check
 - Child Abuse History Clearance
 - FBI Fingerprinting (if applicable)
- References will be verified for all new hires and volunteers.

2. Training

- All personnel will complete annual training on:
 - Recognizing signs of abuse
 - Appropriate boundaries and conduct
 - Mandatory reporting procedures

3. Supervision Protocols

- No adult may be alone with a child in a private or unobservable setting.
 - All rehearsals and activities must have at least two adults present.
 - Open-door policies will be enforced in all rehearsal and dressing areas.
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Reporting Procedures

1. Mandatory Reporting

- Any suspicion or disclosure of abuse must be reported immediately to:
 - CTIP's Designated Safety Officer
 - Pennsylvania ChildLine: 1-800-932-0313
- Reports may be made anonymously and without fear of retaliation.

2. Internal Response

- CTIP will:
 - Immediately remove the accused individual from contact with children
 - Cooperate fully with law enforcement and child protective services
 - Document all allegations and actions taken
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Insurance and Risk Management

CTIP maintains liability insurance that includes:

- **General Liability Coverage** for off-site programming
 - **Abuse and Molestation Coverage** with separate limits
 - Access to legal defense and crisis response services
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Policy Enforcement

Violations of this policy will result in:

- Immediate suspension or termination

- Notification of authorities
 - Permanent disqualification from CTIP programming
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Review and Updates

This policy will be reviewed annually by the CTIP Board and updated as needed to comply with Pennsylvania law and insurance requirements.