

UU Church of South County Child and Youth Protection Requirements

Preamble:

The UU Church of South County (UUCSC) recognizes the importance of creating an environment where children are safe from preventable accidents and abuse. We recognize that to adequately address the need for safe environments, some change and inconvenience will be incurred. We also recognize that institutions operating in the best possible manner, with all due concern, cannot guarantee an absolutely risk-free environment.

The following requirements are drawn in concert with the *Pacific Southwest District Child and Youth Protection Requirements*. (Refer to Appendix D). The UUCSC requirements are based on PSWD requirements wherever practicable. However, the following UUCSC requirements provide more specific details relating to our church's particular situation. The following UUCSC requirements also outline how PSWD recommendations should be implemented with the limited resources available to UUCSC.

The UUCSC requirements should be read alongside the appended PSWD requirements. All UUCSC members, visitors, children, volunteers and employees are expected to follow PSWD guidelines when supporting or participating in any PSWD sponsored event. All UUCSC members, visitors, children, volunteers and employees are expected to follow the UUCSC guidelines when participating in UUCSC events and activities.

The requirements contain the following sections:

1. Screening and Selection of Workers with Children and Youth.
2. Supervision Requirements.
3. Procedures for Reporting, Response, Removal of a Teacher, Leader, Employee or Disruptive Child.
4. UUCSC Code of Conduct for Adults working with Children and Youth.

These requirements apply to all UUCSC children's events and activities such as:

- Children's Religious Education (CRE) classes and worship
- Nursery care
- CRE social events (on and offsite)
- CRE overnight events
- CRE sponsored social action events (on and off-site)
- General childcare for UUCSC events

Definitions

The term *Parent* as used herein refers to a child's principal caregiver(s) or the person or persons who have brought the child to the service or function and who have authority, actual or ostensible, over the child. Such persons may include, but are not limited to, parents, guardians, relatives, foster parents, friends, and grandparents.

[Note: This change was effected to address the situation where the parent or "principal caregiver" is not the one who has brought the child to the service, but wishes the child to participate in the activity. The term "ostensible authority" refers to someone who is believed by us to have such authority even if, in actuality, he or she doesn't. Thus, someone who brings a child's friend to a service has the "ostensible authority" over that child even if the true parents do not know that their child is attending CRE.]

SECTION ONE

1. Screening and Selection of Workers with Children and Youth

- Teachers or youth advisors must be a member in good standing of this or another UU congregation for a minimum of three months, or be a professional employee of the church. Advisors for high-school youth must be at least 25 years old, advisors for middle-school youth must be at least 21 years old, and all other teachers must be at least 18 years old.
- Workers in the nursery (with infants 1-5 years) must be at least 15 years old.
- Caregivers supervising children at UUCSC events must be at least 15 years old.
- **All workers compensated to work in the CRE program** must consent to a criminal background check and such a check must be performed.
- **All teachers in the CRE program, including the OWL (Our Whole Lives Sexuality Education) program** must consent to a criminal background check and such a check must be performed.
- All applicants for compensated and volunteer positions in the CRE program or the nursery must complete an application form and supply two references. These references should be people who have known the applicant for at least three years, preferably in relation to previous work with children or youth. Government-issued photo identification, such as a driver's license, must be presented for compensated workers.
- **All nursery-care workers and caregivers for UUCSC events** must supply two references and Government-issued photo identification, such as a driver's license.
- All volunteers and workers must sign the **UUCSC Code of Conduct form**.
- Only the Minister should have access to information relating to criminal background checks on other staff or on volunteers of UUCSC.

SECTION TWO

2. Supervision Requirements

2. 1 Nursery care

PROVIDING A SAFE NURSERY SPACE:

- Nursery care for children aged 3 months to 3 years, other than care given by their parents, must be provided within the church nursery.
- When children aged between 3-5 years have trouble settling in other classes, they may be supervised in the nursery.
- No children over 5 years may attend nursery session or play in the nursery area.
- Prior to each session, the nursery area shall be inspected for safety purposes to ensure that small items, such as paperclips, paper wrappers, and staples, are not on the floor or in areas accessible by children.

NURSERY RATIO: The nursery child to adult ratio must be no more than 4:1.

If there are more than four infants entering the nursery, the caregiver must either:

- Find an additional adult volunteer from the congregation to ensure the child to adult ratio of no more than 4:1; or
- Tell parents of additional infants that care cannot be provided for their child during that session.

NURSERY CAREGIVER'S RESPONSIBILITIES: The nursery caregiver is responsible for providing:

- Safe, attentive and fun care to infants aged three months to three years while their parents attend church service.
- Care for children up to 5 years old who, on occasion are unable to settle into classroom sessions.

If there are no infants needing care at a session, the caregiver assists the religious education teachers with the CRE program.

The nursery caregiver is not responsible for:

- Caring for more than four infants at a time.
- Changing infant's diapers.
- Assisting a child of any age in the bathroom.
- Caring for seriously distressed infants or children (for example, an infant who cries for more than five minutes).
- Caring for sick or injured children.
- Caring for disruptive children.
- Caring for children who are endangering themselves or other children and cannot be reasonably controlled.

- caring for children whose special needs mean the caregiver cannot satisfactorily care for other children present.

If a child or infant displays any of the above needs, the nursery caregiver is responsible for sending an adult to get the child's parent out of the worship service immediately.

IMPORTANT

In the event that any child in the nursery is exhibiting behavior that is, in the opinion of the caregivers, endangering themselves or any other child and cannot be reasonably controlled, the nursery caregiver shall immediately send an adult to get the child's parent in order to remove the child from the nursery.

2.2 Pre-school care (Children aged 3-5 years. Ratio 6:1)

RATIO: The pre-school group child to adult ratio must be no more than 6:1.

END OF CLASS PICK-UP: Teachers of the pre-school class should ensure that the parents pick up their children after the session, or a responsible older child or adult escorts the pre-school children to their parents.

2.3 Primary group care (Children aged 6-8 years. Ratio 6:1)

RATIO: The primary group child to adult ratio recommended by the district and accepted by UUCSC is no more than 6:1.

2.4 Elementary group care (Children aged 9-11 years. Ratio 12:1)

RATIO: The elementary group child to adult ratio recommended by the District is no more than 6:1. However, for particular UUCSC Sunday morning classes, we have concluded that this age group can have a child to adult ratio of up to 12:1 as long as there is a 'floating' adult available during the Sunday session to step in and assist with activities if necessary. (The 'floating' adult is usually the Children's RE Coordinator.)

2.5 Junior High group care (Children aged 12-14 years. Ratio 14:1)

RATIO: The junior high child to adult ratio recommended by the District is 8:1. However, in UUCSC Sunday morning classes, this age group can have a child to adult ratio of up to 14:1 as long as there is a 'floating' adult available during the Sunday session to step in and assist with activities if necessary. (The 'floating' adult is usually the Children's RE Coordinator.)

2.6 Senior High group care (Children aged 15+ years. Ratio 16:1)

RATIO: The senior high child to adult ratio recommended by the District is 10:1. However, in UUCSC Sunday morning classes, this age group can have a child to adult ratio of up to 16:1 as long as there is a 'floating' adult available during the Sunday session to step in and assist with activities if necessary. (The 'floating' adult is usually the Children's RE Coordinator.)

2.7 Childcare during non-CRE sponsored UUCSC events (Ratio 6:1)

CARE FOR CHILDREN AGED 5-12 years:

The UUCSC provides childcare for school-aged children at most events. The CRE Committee is responsible for making a list of caregivers available on request to event organizers. The list will consist of caregivers who are over the age of 15 years, who have provided references and government-issued identification.

Event organizers should:

- Ensure they have a reliable caregiver or caregivers over the age of 15 years.
- Ensure there are no more than 6 children per caregiver.
- Ensure that children are in the correct age range.

CARE FOR CHILDREN LESS THAN 5 years:

Nursery care for children under the age of 5 years old is not generally provided at UUCSC events, other than Sunday morning services. If the event organizers decide that providing nursery care is essential then they must:

- Identify a suitable safe and enclosed space where nursery care can be provided. (If the event is at the church, then the nursery space must be used.)
- Ensure a child to adult ratio of no more than 4:1.
- Follow all other nursery care requirements as outlined in *Section Two – Nursery Care*.

Parents are responsible for the supervision of children aged 13 years and over during these events.

2.8 Overnight events

A parent must accompany all children attending a UUCSC sleepover or camp, or an adult authorized by their parent, to care for them throughout the event. The parent or parent-authorized adult is responsible for the care and safety of the children or youth in their care throughout the UUCSC event. The parent or authorized adult is also responsible for providing or ensuring safe transport to and from the event.

If event organizers for older children decide to run an overnight event where the children's parents are not present, then the organizers must ensure:

- An appropriate child to adult **PSWD** ratio is maintained throughout the event (8:1 and 10:1 for Junior and Senior High groups respectively. Refer to paragraphs 2.5 and 2.6.)
- Parents give signed authorization to the leaders who will be supervising the event.

2.9 Parties and social events (Ratio 6:1)

The CRE program sponsors regular parties and celebrations at the church. Party organizers must ensure that there is a child to adult ratio of no more than 6:1.

Many CRE sponsored social events take place off-site. These may include bowling, mini-golf, picnics, or other activities that don't take place at the church. All children attending a UUCSC social event must be accompanied by a parent, or an adult

authorized by their parent, to care for them throughout the event. The parent or parent-authorized adult is responsible for the care and safety of the children or youth in their care throughout the UUCSC social event.

2.10 Off-site social action activities

A minimum of two adults must accompany any group of children going off-site. Activity organizers need to ensure a child to adult ratio of no more than 6:1 for offsite social action activities. Please refer to information below about transportation to and from church events.

2.11 Transportation to and from church events

It is the responsibility of the parents to provide or organize safe transportation to and from UUCSC events. If a child is riding in a car with people who are not his or her parents, and the parents have not already signed a *General Events Waiver* (Appendix B), then a *Specific Events Waiver* (Appendix A) must be signed. Forms must be collected by the event organizer.

2.12 Waivers

Parents should be asked to sign two waivers as part of the registration process for CRE. All parents should be asked to sign a *General Events Waiver* (Appendix B), which relates to general off-site events and activities sponsored by CRE, and a *General Child Care/Youth Care /Activity Waiver at Church* (Appendix C) for all activities at the church.

The *Specific Events Waiver* (Appendix A) should be used for families who have not signed a *General Events Waiver* and are attending a specific CRE event.

SECTION THREE

3. PROCEDURES FOR REPORTING, RESPONSE AND REMOVAL OF A TEACHER, LEADER, EMPLOYEE OR DISRUPTIVE CHILD

PROCEDURES

3.1 PSWD Events

The UUCSC supports the following District reporting requirements for UUCSC members participating in PSWD events.

“Reporting – All persons affiliated with a PSWD event, including compensated workers, volunteers, adults, or youth, who acquire knowledge or a reasonable suspicion that one or more youth at a District event has been sexually molested or exploited, injured or been the victim of significant objectionable conduct shall immediately report the incident to the person in charge of the event.

“Every person in charge of an event to whom a report of molestation, injury, or objectionable conduct is made shall immediately:

(i) determine whether they occupy the status of a person required under the law of the jurisdiction in which the incident occurred to report such an incident to law enforcement authorities, and if so, the person shall report the incident to such authorities;

(ii) report the incident in writing to either the District Executive or the Program Consultant or the PSWD; and

(iii) report the incident to the parent of the apparent victim and to the Senior Minister of the congregation with which the apparent victim is affiliated; provided, however, that such reports are not required if good reasons exist for not doing so and such good reasons are expressed in a writing delivered immediately to the District Executive or Program Consultant of the PSWD.

“Adults who, although neither a person in charge of an event nor a person affiliated with the event, nevertheless acquire knowledge or a reasonable suspicion that one or more youth at a PSWD event has been sexually molested or exploited, injured, or been the victim of significant objectionable conduct, (i) must consider whether they are required to report the incident to the law enforcement authorities of the jurisdiction in which the incident occurred, and if so, report the incident, and (ii) should, unless good reasons exist for doing otherwise, report the incident to the District Executive or Program Consultant of PSWD.

“Definitions of person required to report, and what must be reported, under the laws of Arizona, California, and Nevada, and an explanation of procedures to follow when making a statutorily required report, are found in Insert A to these requirements.”

3.2 UUCSC Events

All persons affiliated with UUCSC events that acquire knowledge or a reasonable suspicion that a youth or youths have been sexually molested or exploited, injured, or been the victim of significant objectionable conduct must immediately report the incident to the Minister and President of the UUCSC. The Minister is then responsible for taking appropriate action, in consultation with the President of UUCSC, and for following PSWD reporting requirements as appropriate.

3.3 Response to Media Inquiries

(i) PSWD Events

In the event that UUCSC members are involved in a District sponsored event, which results in media inquiries, the UUCSC supports the following District Media response requirements:

“Only the District Executive or Program Consultant (or his/her specific designee) may speak for the PSWD in response to media inquiries concerning an alleged incident of abuse, injury, or objectionable conduct.

“Please see insert B to these requirements for further information.”
(Refer to Appendix D.)

(ii) UUCSC Events

In the event that there are media inquiries concerning an alleged incident of abuse or objectionable conduct relating to a UUCSC event, or involving UUCSC members only, then only the Minister or the Board President may speak for UUCSC in response to media inquiries.

3.4 Removal of an Adult Advisor

Any person with concerns about an adult shall immediately contact the Minister—who will then assess the situation. (The President of the UUCSC should also be informed of the situation.)

The Minister should take immediate, precautionary measures to protect the safety of the children when he or she believes that circumstances or events indicate that a volunteer, caregiver or staff member may have engaged in behavior harmful to children. Precautionary measures the Minister may take include promptly relieving the affected worker from his or her work to the extent that it involves interaction with the children. This removal will be done pending a fair hearing as outlined below.

The Minister will provide the affected worker or volunteer with an opportunity to know the charges against him or her. Whenever possible and without risk of further harm occurring, the affected worker or volunteer will be given an opportunity to know the evidence, and source thereof, supporting such charges, and the right to reply to or rebut such charges.

After assessing the situation, the Minister will consult with the Board President (unless there is a good reason not to do so). (If the Minister considers it appropriate he or she may also consult with the CRE Coordinator and the Chair of the CRE committee.) In consultation with the President, the Minister will decide if action should be taken. The Minister will then inform the District Services Staff Group of UUA.

It is understood that such action will be handled with due caution and discretion, and that the Minister of UUCSC has the full backing and support of the UUCSC Board in implementing this policy. Because of potential exposure to charges of discrimination or other legal hazard, the Board and PSWD District staff shall be promptly advised of the circumstances surrounding any removal action under this policy.

If, for any reason, the Minister is not available to take up the responsibilities relating to a complaint, the President of the UUCSC should carry out this role.

3.5 Procedures for Managing Disruptive or Dangerous Behavior

(i) Disruptive behavior

If a child is behaving in a disruptive manner, and teachers have found that usual classroom behavior management strategies, such as positive reinforcement or verbal corrections are not effective, the teacher should inform the CRE Coordinator.

After observing the child's behavior the Coordinator should consult the child's parents and CRE teachers about effective strategies to manage the child's behavior in the CRE classes.

If, after behavior strategies are implemented, the child continues to behave in a disruptive manner, the CRE Coordinator should ask the child's parent to attend the CRE classes alongside the child, in order to help manage their behavior.

If, the child still continues to behave in a disruptive manner, the CRE Coordinator will explore the possibility of meeting the child's religious education needs in another manner. If this proves impractical, the CRE Coordinator, in consultation with the CRE Committee Chairperson and the Minister, should tell the parent that the child could no longer attend CRE sessions.

(ii) Dangerous or abusive behavior

In the event that any child in the UUCSC classes or events is exhibiting behavior that is, in the opinion of the teachers or caregivers, endangering the child or any other child and cannot be reasonably controlled, the teachers or caregivers shall immediately send for the CRE Coordinator. The Coordinator will assess the situation with an option of asking the child's parent to immediately remove the child from the class or activity.

SECTION FOUR

UUCSC CODE OF CONDUCT FOR ADULTS WORKING WITH CHILDREN AND YOUTH

Adults and teens working with children and youth at UUCSC events and activities are expected to have the best interests of children and youth at heart. People working with children and youth are expected to nurture the physical, emotional, and spiritual growth of children and youth by fostering an environment of kindness, trust, respect and fun. People working with children and youth are expected to follow this code of conduct:

Managing behavior issues: Ask for help from the CRE Coordinator if you are facing serious behavior issues with a child or group of children. Corporal punishment may NOT be used under any circumstances.

Teachers and caregivers of children of all ages are **NOT** responsible for:

- Changing infant's diapers.
- Assisting a child in the bathroom.
- Caring for seriously distressed children.
- Caring for disruptive infants, children or youth.
- Caring for sick or injured infants, children or youth.
- Caring for children whose special needs mean the caregiver cannot satisfactorily care for the other children present.
- Caring for children who are endangering themselves or other children and cannot be reasonably controlled.

Teachers and caregivers must immediately send for the CRE Coordinator or the child's parents should any of the above issues arise.

Parental handover for under fives: At the end of classes or activities within the church, teachers of children under five years must ensure that the children are either picked up from the classroom or nursery by their parent or caregiver, or taken by an adult or responsible older child to their parents.

Release of over fives from classes: Children over the age of 5 may be released at the end of classes to join their parents in the coffee area downstairs.

Friendship with children and youth: Although UUCSC hopes that youth and adults will have a genuine fondness for one another, adults working with children should not develop 'friendships' with children and youth. In the adult/youth relationship, the adult must assume primary responsibility for maintaining appropriate boundaries in the relationship.

Unofficial contact with youth: Any mentoring relationship developed with children and youth outside of UUCSC-sponsored events must be with the knowledge and

consent of the parents. Any such contact or interaction shall in no way be deemed to be sanctioned or sponsored by the UUCSC unless so specified in writing to the contrary and signed by an officer of the Church empowered to so specify.

Sexualized behavior: The UUCSC expects anyone working with children or youth to follow the PSWD Code of Conduct for Adults relating to sexualized behavior.

“It is never appropriate to engage in any manner of sexual behavior with a child or youth. This refers not only to explicitly sexual behavior, but also to sexually provocative behavior or language. It is not appropriate to tell jokes with sexual content, for example, or to make “double-entendres.” Physical expressions of affections such as hugs have their place, but it is best to allow the child or youth to initiate them, and the adult must be sensitive not to allow them to be prolonged.”

Confidentiality: If an adult learns that a child or youth is the victim of abuse, is suicidal, has a serious drug problem or any other serious problem, **you must NOT keep this information to yourself.** You must encourage the child or youth to seek help from a parent or another authority figure. You must also consult with the CRE Coordinator and Minister about an appropriate course of action. For this reason, adults working with youth or children should try not to give them the impression that they will keep secrets for them.

By signing below, the signer indicates that he or she has read this Code of Conduct and agrees to abide by it. If an employee or volunteer violates any of its provisions, they may be removed from their role in UUCSC activities or events.

Signature of volunteer or employee _____ Date _____

Printed name of volunteer or employee _____

Appendix A:
Specific Events Waiver

YOUTH PARTICIPATION RELEASE AND AUTHORIZATION FOR EMERGENCY
MEDICAL TREATMENT, UNITARIAN UNIVERSALIST CHURCH OF SOUTH
COUNTY

I, _____, the undersigned, represent that I am the
Parent/Guardian of _____ (the child). I grant
permission for the child to participate in the following adult supervised activity:

This activity will take place at _____
From (time) _____ 'til _____, on (date) _____, 200 ____.
I grant permission for the child to be transported to and from the location by
reasonable and safe means.

I agree and hereby do release and hold harmless the Unitarian Universalist Church
of South County (UUCSC) and/or any and all adult supervisors for the activity and
authorized persons transporting children to and from functions and events, from and
for any and all liability which may arise for damages, loss or injuries, either to person
or property, which the child may sustain while engaging in the activity conducted
including, but not limited to, any damages, loss or injuries that may be sustained
through transportation to and from the activity, except as to such injuries or damages
arising from the intentional conduct or the sole negligence of UUCSC and/or its
supervisors, teachers, leaders or employees.. I further agree to assume
responsibility for any liability which may arise for damages, loss or injuries, as
described herein which may be caused or contributed to by the child to the person or
property of others.

Should any injury occur, I grant permission for my child to receive treatment from an
appropriate health care provider to be selected by the adult supervisor of the activity,
when, in such supervisor's opinion, the need for such treatment is immediate, and
when efforts to contact me (us) are unsuccessful. I also agree to pay and be
responsible for all medical, hospital, or other expenses, which the UUCSC and/or
any and all adult supervisors may incur as a result of securing such treatment.

SIGNATURE: _____ DATE: _____

HOME ADDRESS: _____

HOME PHONE #: () _____ EMERGENCY PHONE #: () _____

PHYSICIAN: _____ PHYSICIAN PHONE #: () _____

EMPLOYER: _____

HEALTH INSURANCE PROVIDER: _____

CHILD'S ALLERGIES: _____

MEDICINE CHILD IS CURRENTLY TAKING: _____

OTHER PERTINENT INFO: _____

Appendix B:
General Events Waiver

**YOUTH PARTICIPATION RELEASE AND AUTHORIZATION FOR EMERGENCY
MEDICAL TREATMENT, UNITARIAN UNIVERSALIST CHURCH OF SOUTH
COUNTY**

I, _____, the undersigned, hereby represent that I am the Parent/Guardian of _____ (the child). I hereby authorize and grant permission for the child to participate in adult supervised church related activities and functions, and further grant permission for the child to be transported to and from the location by reasonable and safe means.

I agree and hereby do release and hold harmless the Unitarian Universalist Church of South County (UUCSC) and/or any and all adult supervisors for the activity and authorized persons transporting children to and from functions and events, from and for any and all liability which may arise for damages, loss or injuries, either to person or property, which the child may sustain while engaging in the activity conducted including, but not limited to, any damages, loss or injuries that may be sustained through transportation to and from the activity, except as to such injuries or damages arising from the intentional conduct or the sole negligence of UUCSC and/or its supervisors, teachers, leaders or employees. I further agree to assume responsibility for any liability which may arise for damages, loss or injuries, as described herein which may be caused or contributed to by the child to the person or property of others.

Should any injury occur, I grant permission for my child to receive treatment from an appropriate health care provider to be selected by the adult supervisor of the activity, when, in such supervisor's opinion, the need for such treatment is immediate, and when efforts to contact me (us) are unsuccessful. I also agree to pay and be responsible for all medical, hospital, or other expenses, which the UUCSC and/or any and all adult supervisors may incur as a result of securing such treatment.

SIGNATURE: _____ DATE: _____

HOME ADDRESS: _____

HOME PHONE #:(____) _____ EMERGENCY PHONE #: (____) _____

PHYSICIAN: _____ PHYSICIAN PHONE #: (____) _____

EMPLOYER: _____

HEALTH INSURANCE PROVIDER: _____

CHILD'S ALLERGIES: _____

MEDICINE CHILD IS CURRENTLY TAKING: _____

OTHER PERTINENT INFO: _____

Appendix C:

General Child Care/Youth Care/Activity Waiver at Church

RELIGIOUS EDUCATION/CHILD CARE RELEASE AND AUTHORIZATION FOR EMERGENCY MEDICAL TREATMENT, UNITARIAN UNIVERSALIST CHURCH OF SOUTH COUNTY

I, _____, the undersigned, hereby represent that I am the Parent/Guardian of _____ (the child). I am aware that the Unitarian Universalist Church of South County offers Religious Education classes to children and also offers childcare during church services. I am also aware that activities for children are occasionally offered at the church facility before and/or after the regularly scheduled service. I understand that the Church is not a State Licensed Child Care Center, but offers these programs as a service to parents and as a guide to children in an understanding of UU principles.

I hereby authorize and grant permission for the child to attend the Religious Education Program and/or childcare offered by the Church at its facility. I agree and hereby do release, indemnify and hold harmless the Unitarian Universalist Church of South County (UUCSC) and/or any and all supervisors, teachers, leaders, and employees from and for any and all liability which may arise for damages, loss or injuries, either to person or property, which the child may sustain while engaging in such programs, except as to such injuries or damages arising from the intentional conduct or the sole negligence of UUCSC and/or its supervisors, teachers, leaders or employees. I further agree to assume responsibility for any liability, which may arise for damages, loss or injuries, which may be cause or contributed to by the child to the person or property of others.

Should any injury occur, I grant permission for my child to receive treatment from an appropriate health care provider to be selected by the adult supervisor, teacher, leader or employee when, in such person's opinion, the need for such treatment is immediate, and when efforts to contact me are unsuccessful. I also agree to pay and be responsible for all medical, hospital, or other expenses, which may be incurred as a result of such treatment.

SIGNATURE: _____ DATE: _____

HOME ADDRESS: _____

HOME PHONE #: () _____ EMERGENCY PHONE #: () _____

PHYSICIAN: _____ PHYSICIAN PHONE #: () _____

EMPLOYER: _____

HEALTH INSURANCE PROVIDER: _____

CHILD'S ALLERGIES: _____

MEDICINE CHILD IS CURRENTLY TAKING: _____

OTHER PERTINENT INFO: _____

Appendix D:
**Pacific Southwest District Child and Youth Protection
Requirements.**