



MONITORING PROCEDURES

By monitoring the interactions among staff, volunteers, athletes, and others, East Grand Rapids Parks & Recreation (“EGRPRD”) works to prevent, recognize and respond to inappropriate and harmful behaviors as set forth in our Participant Safety Handbook, while reinforcing appropriate behaviors.

MONITORING COMPLIANCE WITH POLICIES AND PROCEDURES

The “EGRPRD” monitors for compliance with its policies and procedures, including without limitation its Participant Safety Handbook, Travel, Locker Room and Changing Areas, and Physical Contact Policies.

MONITORING METHODS

The “EGRPRD” utilizes multiple monitoring methods to observe how individuals are interacting, including without limitation (1) formal supervision, including regular evaluations; and (2) informal supervision, including regular and random observation (e.g., roving and checking interactions throughout practices), and (3) maintaining frequent contact with staff members, volunteers, coaches and participants who interact off-site.

RESPONDING TO INTERACTIONS

While the “EGRPRD” has a formal reporting policy, staff members, employees, instructors, coaches, officials and volunteers should be prepared to respond immediately to inappropriate or harmful behavior, potential risk situations and potential boundary violations.

Staff members, employees, instructors, coaches, officials and volunteers will redirect inappropriate behaviors to promote positive behaviors, confront inappropriate or harmful behaviors, and report behaviors if necessary.

REPORTING

Staff members, employees, instructors, coaches, officials and volunteers are required to report policy violations, misconduct and physical and sexual abuse consistent with the “EGRPRD”’s Reporting Policy found in the Responding to Abuse, Misconduct and Policy Violations document. The “EGRPRD” does not investigate suspicions or allegations of child physical or sexual abuse or attempt to evaluate the credibility or validity of such allegations as a condition for reporting to appropriate law enforcement authorities.