ACHIEVEMENTS
FRIENDSHIP
BELONGING

TEEN AFTER SCHOOL PROGRAM (TASP):
PARENT & PARTICIPANT HANDBOOK

ANN ARBOR YMCA
2019/2020 SCHOOL YEAR

Teen Center
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ANN ARBOR Y TEEN PROGRAMS

The Ann Arbor Y is dedicated to providing safe and productive environments for teens that promote participants to lead with empathy, build healthy relationships, effectively manage emotions, take responsibility for actions, and develop personal skills for success. All teen programs encourage interactive participation in group settings, hands-on learning experiences, character exploration, and active citizenship.

TEEN AFTER SCHOOL PROGRAM

The Teen After School Program (TASP) provides teens with a safe and nurturing environment where they can develop healthy relationships and learn foundational skills through the Y core values of honesty, caring, respect, and responsibility. Join us daily for activities focused on leadership, teamwork, individual growth, and healthy lifestyles. We are committed to increasing academic success, personal growth, and fostering a culture of belonging. Through club activities, field trips, workshops, guest speakers, community engagement, and meaningful conversation, each participant has the opportunity to learn, grow, and thrive.
# TABLE OF CONTENTS

## TASP INTRODUCTION AND PHILOSOPHY
- Program Goals and Philosophy
- Curriculum Components

## DAILY SCHEDULE

## GENERAL INFORMATION
- Licensing Information
- Hours of Operation
- Transportation
- Technology in TASP

## REGISTRATION AND FINANCIAL POLICIES
- Paperwork
- Enrollment
- Attendance Policy
- Tuition
- Registration Fee
- Fee Collection Policy
- Extra Charges
- Withdrawal/Cancellation of Program Participation

## HEALTH
- Illnesses
- Management of Communicable Disease
- Medicine
- Readmittance After Illness
- Universal Precautions
- Immunization Requirements
- Specific Medical Needs

## SAFETY POLICIES AND PROCEDURES
- Supervision Policies
- Daily Release
- Accident and Incident Reports
- Serious Injury
- Fire Drills and Evacuation Procedures
- Severe Weather

## BEHAVIOR EXPECTATIONS
- Behavior Management Policy
- Behavior Management Practices
- Termination of Services

## INCLUSION AND DEVELOPMENT
- Organizational Diversity and Inclusion Statement
- Teen Department Inclusion Statement
- 40 Developmental Assets
Dear Parent/Guardian

Welcome to the Ann Arbor YMCA’s Teen After School Program (TASP). We are looking forward to your participation and believe you and your teen will find the program to be engaging, fun and rewarding. Please review the following information to gain a greater understanding of TASP programming and policies.

PROGRAM GOALS AND PHILOSOPHY

PROVIDE A SAFE ENVIRONMENT WITH CARING ADULTS

The TASP is staffed with caring, trained and qualified adults. Staff are trained in the policies and procedures of the Ann Arbor Y and are instructed in caring for the well-being of all participants.

PROMOTE CHARACTER DEVELOPMENT

The Ann Arbor Y is committed to strengthening character development in five areas: Relationship Building, Empathy, Responsibility, Personal Development, and Emotion Management.

PERSONAL DEVELOPMENT AND TIME MANAGEMENT SKILLS

The TASP fosters responsible behavior and self management by creating an environment where activities are presented, but not dictated, and in which guidance is offered to promote self-confidence and youth empowerment. Teen Center rules, activities and curriculum are created with a collaborative effort between participants and staff. Participants create ownership of Teen Center through delegated responsibilities. Each participant achieves time management skills are exercised through planning and delegation of time by each participant.

POSITIVE YOUTH DEVELOPMENT

Youth development is the social, emotional, cognitive and physical process that all youth uniquely experience from birth to career. A successful developmental process fulfills children and teens’ innate need to be loved, spiritually grounded, educated, competent and healthy. The Developmental Asset Framework is used to underpin the Y’s approach to positive youth development (see page 9 for more information on Development Assets). TASP exercises positive youth development, daily.

PRIMARY DRIVERS

To incorporate a more holistic approach to youth development, we are intentional about three specific dimensions of well-being:

- Achievement: Discovering skills to help teens realize their passions, talents and potential.
- Relationships: Building friendships to demonstrate the role positive relationships play in the well-being of a child.
- Belonging: A place where teens feel safe, welcome and can express their individuality.
TEEN AFTER SCHOOL CURRICULUM COMPONENTS

All participants have the opportunity to discover who they are and to express themselves in a fun and safe environment. We provide a healthy snack, physical activity time, academic support and a variety of other activities for participants to exercise their creativity.

We believe in the empowerment of young people. TASP participants have the opportunity to provide input and influence curriculum components in areas where creativity and innovation is encouraged.

Welcome, Snack & Attendance: When participants arrive each day, they receive a healthy snack while attendance is taken and daily announcements are made.

Health & Wellness: The Ann Arbor Y includes Healthy Eating and Physical Activity standards in all after school programs. These standards include 30—60 minutes each day of physical activity with moderate to vigorous activity and will take place outdoors whenever possible.

Academic Support: Homework time is offered Monday - Thursday (please notify staff with details on academic support plan). While TASP is not a tutoring program, academic success is a priority and our staff are trained in providing resources and tools for participants to achieve academically.

Global Learning: Participants will learn about global issues as they become champions of diversity, inclusion and global engagement.

Leadership: The Ann Arbor YMCA is committed to ensuring passionate cause-driven leaders of the future. TASP staff are trained to build leadership skills that help individuals grow and achieve their greatest potential.

Enrichment: Selected activities and club opportunities allow teens to explore the unknown and strengthen skills and include workshops, specialized projects (interest-based), games, guest speakers, field trips, Teen Nights Out and special events.
A DAY IN THE TEEN CENTER:

Every day in the Teen Center includes a variety of activities. Teens will have the opportunity to provide input and influence curriculum components in areas where creativity is fostered. Each day will consist of a healthy snack, at least 30 minutes of physical activity, homework time, and either an activity, workshop or special event. Teens will also have designated free time in the Teen Center, in which they can explore their personal interests.

Please see below for an example schedule for a week of TASP:

<table>
<thead>
<tr>
<th>Time</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
</tr>
</thead>
<tbody>
<tr>
<td>3:45-4:00</td>
<td>Welcome &amp; Snack</td>
<td>Welcome, Snack &amp; Free Time</td>
<td>Welcome &amp; Snack</td>
<td>Welcome, Snack &amp; Free Time</td>
<td>Welcome &amp; Snack</td>
</tr>
<tr>
<td>4:00-4:15</td>
<td>Enrichment: STEM Project</td>
<td>Homework Time</td>
<td>Group Challenge: Stacking Cups</td>
<td>Homework Time</td>
<td>Moment of Mindfulness</td>
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<tr>
<td></td>
<td>(Building Catapults)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4:15-4:30</td>
<td>Physical Activity Option 1:</td>
<td>Physical Activity Option 2:</td>
<td>Physical Activity Option 1:</td>
<td>Physical Activity Option 1:</td>
<td>Physical Activity Option 2:</td>
</tr>
<tr>
<td></td>
<td>Kickball at West Park</td>
<td>Teen Yoga in Studio A</td>
<td>Teen Yoga in Studio A</td>
<td>Physical Activity Option 2:</td>
<td>Swimming (Bring your bathing suit!)</td>
</tr>
<tr>
<td>4:30-4:45</td>
<td>Physical Activity Option 2:</td>
<td></td>
<td>Physical Activity: Kickboxing in Studio B</td>
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<tr>
<td></td>
<td>Track or Machines</td>
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<td></td>
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</tr>
<tr>
<td>4:45-5:00</td>
<td>Physical Activity Option 1:</td>
<td>Physical Activity Option 2:</td>
<td>Physical Activity Option 1:</td>
<td>Physical Activity Option 2:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Basketball in the Gym</td>
<td>Teen Yoga in Studio A</td>
<td>Teen Yoga in Studio A</td>
<td>Physical Activity Option 2:</td>
<td></td>
</tr>
<tr>
<td>5:00-5:15</td>
<td>Small Group Games:</td>
<td></td>
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<tr>
<td></td>
<td>Apples to Apples and Blokus</td>
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<tr>
<td>5:15-5:30</td>
<td>Small Group Games:</td>
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<tr>
<td></td>
<td>Enrichment: Healthy Eating</td>
<td></td>
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<tr>
<td></td>
<td>(Single Serve Muffins)</td>
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</tr>
<tr>
<td>5:30-5:45</td>
<td>Group Game:</td>
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<tr>
<td></td>
<td>Scattergories</td>
<td></td>
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</tr>
<tr>
<td>5:45-6:00</td>
<td>Free Time</td>
<td></td>
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</tr>
</tbody>
</table>
TRANSPORTATION

Transportation availability is limited to schools where majority of enrolled participants attend. Registered families will be informed of sites where bus transportation is offered as soon as possible.

- Seats on the Y bus are limited and are available upon request on a first-come, first-served basis. Availability is decided based on order or registration and request of bus transportation.
- Schedule for bus transportation must be indicated on registration form. Permanent or foreseen changes to participant’s schedule should be reported to the Teen Center staff before the start of a new week.
- Given that the Ann Arbor Y buses pick up in multiple locations, punctuality is very important. Participants have 10 minutes to board the bus. After 10 minutes, Y staff (driver) will notify parent/guardian of participant’s absence and continue route.
- The Ann Arbor YMCA is not responsible for teens behavior prior to their checking in on the Y bus.
- All participants MUST wear seatbelts provided on Ann Arbor YMCA buses.

TECHNOLOGY IN TASP

TEEN PROGRAM CELL PHONE AND PERSONAL ELECTRONIC DEVICE POLICY

The Ann Arbor Y is dedicated to providing safe and productive environments for teens that promote participants to lead with empathy, build healthy relationships, effectively manage emotions, take responsibility for actions, and develop personal skills for success. All teen programs encourage interactive participation, hands-on learning experiences, character exploration, and active citizenship.

With the rising use of cell phones and other electronic devices and commitment to Healthy Eating and Physical Activity (HEPA) standards, the Ann Arbor Y Teen Programs prohibit the use of personal electronic devices during all program hours. All personal electronic devices should be tucked away into backpacks, pockets, or in the possession of Y staff. Permission to utilize electronic devices may be granted by program lead and on an individual needs basis to enhance program experience.

Ann Arbor Y staff will temporarily confiscate cell phone or other electronic device should participants not be able to adhere to Teen Program Cell Phone and Personal Electronic Device Policy.

GENERAL INFORMATION

LICENSING

The TASP is licensed by the Michigan Department of Health and Human Services. The rules of the license are available for review in the YMCA’s Child Care office. The program’s licensing records are available upon request from the DHS. This program is operated on a not-for-profit basis as a service to the families of Ann Arbor and the surrounding areas.

The TASP is mandated by the Child Protection Law and is required to report to the Department of Health and Human Services with any suspected cases of child abuse, neglect, child sexual abuse or sexual exploitation. If you have any questions or concerns regarding the Child Protection Law and the program’s reporting guidelines, please contact Teen After School Program Coordinator at 734.661.8021.

HOURS OF OPERATION

COVERAGE AND EXTENDED CARE

The monthly fee covers 3-6 p.m. on all AAPS scheduled school days within a participating month. As an added benefit, the Teen Center offers extended care on most school days off and half days. Extended Care Program dates will be cancelled 48 hours in advance if a minimum number of registrations is not met.

SCHOOL DAYS OFF

The Ann Arbor YMCA TASP offers full-day care on all AAPS days off (8 a.m.—6 p.m.). This service is open to all TASP participants, as well as Teen members for an fee of $35 per day. This additional fee covers 8 a.m. - 3 p.m. time frame, not included in the TASP participants’ monthly fee.

HALF DAYS

The Extended Care Program provides care on AAPS scheduled half days. Transportation will be provided from designated schools at the time of early dismissal. An additional fee of $15 per half day is required upon registration.

SCHOOL CANCELLATIONS/BUILDING CLOSURES

The Teen Center will be closed on all AAPS Snow Days unless specifically stated by the TASP Coordinator. Parents will be notified if there is a possibility for a Snow Day program. In the event that AAPS closes school early due to severe weather, effort will be made to ensure that TASP participants are transported back to the Y for pick up by parents. This is dependent on safe transportation by TASP staff and will be determined on the day.

The Ann Arbor YMCA holds the right to close facilities during extreme weather conditions to ensure staff and member safety.
REGISTRATION & FINANCIAL POLICIES

REGISTRATION & ENROLLMENT

PAPERWORK
TASP registration packets are available at the Front Desk, downloadable from the website, and sent via electronic mail upon request. Please contact the TASP Coordinator if you have any questions about the registration process.

Please complete and return all enclosed documents to the Front Desk with “Attn: TASP Coordinator or Teen Department”. Confirmation is sent to the email address indicated on registration form.

Forms to be completed:
- General Registration Information Form
- Parental Acknowledgement and Permissions Form
- Health History and Medical Release Information
- Participant Acknowledgement – Behavior Code of Conduct
- Parental Sign Out Consent Form
- Monthly Automated Payment Agreement
- Child Information Record
- Teen Program Scholarship Application (if applicable)

ENROLLMENT
The Ann Arbor YMCA TASP is open to all students in 5th through 8th grades. Teens are enrolled on a first-come, first-served basis. Others are placed on a waiting list and accommodated as space becomes available.

ATTENDANCE POLICY
Parents/guardians will be asked to submit a schedule for their teen before beginning the program to ensure proper care, supervision and transportation of participant.

Please notify TASP Coordinator as soon as possible in order to ensure space and availability on buses.

Please report absences to Teen Center by phone (734.661.8021) prior to 2:30 p.m. on the day of absence. (Please see “Late Fees” section of this handbook). Scheduled absences may be sent to TASP Coordinator via email.

TUITION & FEES

TUITION
Tuition for members: $230 per month
Tuition for non-members: $290 per month
Tuition is calculated monthly and will not pro-rated based on attendance days.

REGISTRATION FEE
There is a non-refundable registration fee of $50 for each child enrolled in TASP. If you withdraw your child from the program, then re-enroll within a three-month period, the registration fee is waived.

FINANCIAL ASSISTANCE
The Ann Arbor Y is committed to ensuring access for all. Financial assistance is made available through the Ann Arbor YMCA Annual Campaign. Applications for financial assistance/scholarship funds can be found in the registration packet.

ANN ARBOR Y TEEN MEMBERSHIP
The Ann Arbor YMCA Teen Membership (ages 12 - 19 ONLY) is offered at a rate of $15 per month. The Teen Membership gives teens access to all YMCA membership opportunities including the gym, pool, weight room, and work-out equipment, outside of TASP hours. Members are also able to receive discount on all classes.

FEES AND FEE COLLECTION POLICY
All payments must be paid using credit. Payments will be processed on the 1st. Any cancellations must be made prior to the 1st of the month. Once charges are processed, refunds will not be granted. It is the responsibility of the parent to notify TASP Coordinator if there are any changes to the card on file.

EXTRA CHARGES
Declined credit card fee – a $25 fee will be charged to all payments that are declined at scheduled time of transaction.

Late payment fee – Payments made after the 1st of the month will result in a $25 charge per family.

Late pick up – Parents/guardians may be charged a late fee of $10 at 6:15 p.m. After that, an additional $1 per minute may be charged until the teen is picked up by a parent or guardian. If a parent has not arrived by 6:15 p.m., and has not contacted the Teen Center Staff, staff will contact the emergency contact of participant and inform them to pick up the child.

WITHDRAWAL/CANCELLATION OF PROGRAM PARTICIPATION
Written notice of intent to withdraw teen from the TASP must be submitted 14 days prior to the 1st of the month in which you would like to cancel care. Payments will not be refunded after payment has been processed.

Should you need to withdrawal or cancel care once your child has been accepted into the TASP program, it is not guaranteed that care be provided in future months. If you choose to pause care for a month and there is a waitlist, half tuition is expected to hold space in the program.

TAX INFORMATION
The tax identification number for the Ann Arbor YMCA is 38-152-5162. Annual tax letters are available upon request.
HEALTH

ILLNESSES

Please respect everyone’s health. Should your child become exposed to an infectious disease while in child care, we will notify you promptly. In return, we request that you report to us when your child has been exposed to an infection or disease outside the center.

MANAGEMENT OF COMMUNICABLE DISEASES

1. Staff will be trained to recognize the common signs of communicable diseases and other illness through First Aid training. All staff will be trained in the proper hand washing and disinfection procedures, as a part of their initial training.

2. A child with any of the following signs or symptoms of illness shall be immediately isolated and discharged to his/her parent or guardian:
   - Diarrhea (more than one abnormally loose stool within a 24-hour period).
   - Severe coughing, causing the child to become red or blue in the face or to make a whooping sound.
   - Difficulty or rapid breathing.
   - Yellowish skin or eyes.
   - Conjunctivitis.
   - Body temperature of 101 degrees.
   - Untreated, infected skin patches.
   - Stiff neck

3. A child with any of the following signs or symptoms of illness shall be immediately isolated from other children. The TASP director or Coordinator shall determine decisions regarding whether the child should be discharged.
   - Unusual spots or rashes.
   - Sore throat or difficulty in swallowing.
   - Elevated temperature.
   - Vomiting.
   - Evidence of lice, scabies or other parasitic infestation

4. Children who leave the program or remain home due to the provision of #2 or #3 will be readmitted 48 hours after treatment has begun or upon receipt of a physician statement indicating that it is safe for the child and the other children in the center for his/her return.

5. Any child who is suspected of having a communicable disease shall be isolated immediately in a space set aside for isolation and care of a sick child.

6. The parents will be notified verbally and by written notice on the program bulletin board of any communicable disease that is present in the program.

7. Those children experiencing minor common cold symptoms, but not exhibiting any of the symptoms specified above, are classified as a mildly ill child. It is our policy to care for mildly ill children as long as the parent has been notified of the child’s condition. The child will be watched for worsening conditions or symptoms that would result in the child’s discharge.

8. Staff will not work in any capacity with children if they have symptoms of communicable disease unless a physician indicates that the illness is not contagious.

MEDICINE

If a child is required to take medication(s) prescribed by a doctor at the YMCA, parents must complete a “Medication Authorization Form.” According to state licensing regulations, the medication must be kept in its original container and clearly state the following information: child’s name, doctor’s name, prescribed dosage, and date issued.

The Teen Center stores all medication in a safe place, well out of the reach of children. We maintain dated records, which include the amount of medicine dispensed and the name of the staff person who administered the medication. We will provide refrigeration when necessary. Medications will be returned to you or properly disposed of when they are no longer required by your child. Non-prescriptive medications, i.e. Tylenol, aspirin, cough medicine are not dispensed while your child is in our care.

READMITTANCE AFTER ILLNESS

Your child will be readmitted to TASP after he/she has been checked by a teacher or authorized person. There must be a 24-hour period free of symptoms, including fever, and without the aid of medicine before a child can return to the YMCA.

UNIVERSAL PRECAUTIONS

The term “universal precautions” is used by health care professionals and means all patients are treated in the same manner, regardless of a known or unknown infectious disease.

The universal precautions used by YMCA employees, administering any type of first aid, ensure the health and safety of the child and employee. Any time any first aid is administered, all persons are treated as if they have an infectious disease.

IMMUNIZATION REQUIREMENTS

In accordance with state licensing requirements, the YMCA requires that students of AAPS have an Immunization Record on file at their school. If you have completed an Immunization Waiver, please provide a copy of the waiver with Registration Packet.

SPECIFIC MEDICAL NEEDS

If your child requires distribution of medication during hours of operation of TASP, has severe asthma or potential life-threatening allergy, please notify Teen Center Staff and Program Director and provide detailed process of distribution in written form.
SAFETY POLICIES AND PROCEDURES

SUPERVISION POLICIES

TASP participants will be supervised at all times by TASP staff. In the event that TASP participants use the pool, a lifeguard will be supervising the pool at all times of operation.

DAILY RELEASE

The TASP protocol requires written authorization and completion of “Sign In/Out Consent Form” located in the TASP Parent Handbook & Registration Packet. Participants will be released only to those identified on the registration forms. VALID PHOTO IDENTIFICATION must be presented before participant release. No child will be released without prior written authorization.

TASP participants may sign themselves out, at 5:00 p.m. or after. This option is made available in the TASP Registration Packet.

RELEASE BY PHONE

Parents may call the Teen Center to release child from program. Parents/guardians must contact TASP staff directly by calling the Teen Center at 734.661.8021 or the Front Desk at 734.996.9622. Participants will not be released without direct communication with TASP staff on a Y phone.

PLEASE NOTE

Participants and staff may not be in the Teen Center prior to 5:00 p.m. Should you need to pick your child up prior to 5:00, please notify TASP staff ahead of time, if possible, so that we make sure your child is ready to depart at designated time.

ACCIDENT AND INCIDENT REPORTS

A detailed accident report is written when a child is involved in an accident with his or her surroundings and provided for the parent’s review and signature. Incident reports are completed when a child is involved in an incident with another child or staff member. TASP staff will complete the form and both the director and the child’s parent must sign the form. A copy of the form will be returned to you. These reports are documented as soon as the incident occurs.

SERIOUS INJURY

Staff members are trained in CPR and First Aid. Minor cuts and scrapes are treated routinely, but guardians will be notified in cases where a teen may need more medical attention than staff can provide. In case of serious illness or accident (if the parents cannot be reached), the teacher or director will contact the doctor noted on the Child General Information Card. If the doctor cannot be reached or if immediate intervention is necessary, 911 may be called. The 911 response team will provide the emergency care needed and transport the child to the nearest hospital if necessary.

FIRE DRILLS AND EVACUATION PROCEDURES

The entire YMCA is equipped with an electronically monitored fire alarm system. In accordance with Michigan State Law, school aged programs hold seasonally scheduled fire drills. It is crucial to the safety of participants that the proper emergency evacuation procedures are identified and practiced. In our effort to simulate emergency conditions, during fire drills, participants are required to exit the building, dressed as they are, for a few minutes. The fire emergency evacuation plans are posted in each room.

In the event of a tornado, TASP staff will walk participants to the designated storm safe space of the building and have each child sit along the wall with their heads down. Tornado drills will occur twice per year between April and October.

In the unlikely event that the Ann Arbor Y is ever severely damaged or declared unsafe, the staff will evacuate participants to a designated emergency shelter to await arrival of parent/guardian.

SEVERE WEATHER

In the event of severe weather conditions, the YMCA Child Care Programs will make every effort to remain open. If conditions are so hazardous that it becomes dangerous to be out, closing announcements will be emailed to parents and aired on local radio and television.
BEHAVIOR EXPECTATIONS

BEHAVIOR EXPECTATIONS AND CODE OF CONDUCT

BEHAVIOR MANAGEMENT POLICY

The Ann Arbor Y TASP takes a positive approach towards discipline by providing a safe environment for teens to develop a healthy spirit, mind and body. This means that Teen Center staff, Director, parents and participants work together to prevent behavioral issues through positive and cooperative expectation setting, as well as role modeling. Boundaries and rules are determined by both the staff and participants to promote a sense of ownership within the Teen Center. The overriding principle of the YMCA’s discipline policy is to assist teens in becoming responsible individuals who make good choice and take responsibility for their actions.

TASP participants are expected to:

- Conduct themselves aligned with Ann Arbor Y core values; caring, honesty, respect, and responsibility
- Respect others and treat them the way they want to be treated
- Cooperate with peers, Y staff, volunteers, and community to achieve program goals
- Lead with empathy and respect the rights, beliefs, and values of others
- Communicate effectively and productively (needs, concerns, opinions, etc.)
- Conduct themselves responsibly to avoid risk for self and others
- Take responsibility for their actions
- Use program equipment, supplies, and facilities properly and respect property of others
- Adhere to Ann Arbor Y policies, including Teen Program Cell Phone and Electronic Device policy
- Actively contribute to program goals and commit to being their best selves
- Acknowledge and respect all requests made by Ann Arbor Y Staff and Volunteers unless request is unlawful or conflicts with my personal rights
- Assist in maintaining and creating a physical and emotionally safe environment for all

Though participants are involved in the process of setting boundaries with the Teen Center, there are certain rules that are non-negotiable and can result in dismissal or suspension of program.

BEHAVIOR MANAGEMENT PRACTICES

Should a TASP participant fail to abide by Behavior Management Policy and/or threaten his/her own health or the safety of others, Ann Arbor Y staff may carry out the following practices:

- Take immediate action to discontinue behavior.
- Separate or isolate the individual from the situation.
- Debrief with each individual involved to understand all sides of the situation.
- Initiate conversation as to why choices were made and give a detailed explanation as to why choices are not acceptable.
- If necessary, notify parents/guardians of the situation and informed with details and future plan of action.
- If the severity of inappropriate behavior warrants or participant refuses to stop behavior when asked, parent/guardian will be asked to pick up teen from program and assessment of continued participation will be made.
- If needed, staff will implement a behavior action plan shared with participant, parent and staff.

TERMINATION OF SERVICES

The Ann Arbor YMCA TASP reserves the right to terminate services. The following actions may result in the dismissal from program:

- Possession or use of illegal substances (alcohol, tobacco, nicotine, drugs, chemicals, weapon, etc.), including the use of e-cigarettes, vapes, and unregulated products
- Physical, verbal, or sexual harassment, including the non-consensual touch/contact of another person
- Repeated or targeted unwanted behavior of another person
- Use of inappropriate and derogatory language, such as swearing, including unwanted name-calling of others
- Sexually explicit conversation, behavior, or contact with another person
- Conduct of inappropriate, threatening, aggressive, or offensive nature that may be deemed so by any reasonable person
- Theft or behavior that results in destruction of property where program resides
- Direct or indirect violence to self or others
- Illegal activity, as defined by current law
- Continuous disruptive behavior that negatively impacts program goals and objectives
- Failure to adhere to sign-in/out policies
- Leaving program area without permission or notification from Y Staff and/or Volunteer
INCLUSION AND DEVELOPMENT

INCLUSION STATEMENTS

ANN ARBOR YMCA DIVERSITY AND INCLUSION STATEMENT
The Ann Arbor YMCA is made up of people from every walk of life, working side by side to strengthen communities. Together we strive to ensure that everyone, regardless of age, race, gender, gender expression, gender identity, income, faith, sexual orientation or cultural background has the opportunity to live life to its fullest.

TEEN DEPARTMENT INCLUSION STATEMENT
The Ann Arbor Y is dedicated to providing safe and productive environments for teens that promote participants to lead with empathy, build healthy relationships, effectively manage emotions, take responsibility for actions, and develop personal skills for success. All teen programs encourage interactive participation in group settings, hands-on learning experiences, character exploration, and active citizenship. In order to achieve organizational goals and objectives, Ann Arbor Y programs operate within optimal participant to staff ratios that vary based on program setting, safety regulations, and capacity.

The Teen After School Program operates within a ratio of 1 adult to 10 participants and within program guidelines and policies. Should your child require individual needs, program director and staff will work with families to provide reasonable accommodations.

DEVELOPMENTAL ASSETS IN ACTION

40 DEVELOPMENTAL ASSETS
Developmental Assets are building blocks of healthy development that include 40 different ways to empower kids to grow as healthy, responsible, and caring people.

Search Institute is a nonprofit research organization in Minneapolis, Minnesota. Through studies involving more than 200,000 young people across the country, Search Institute has found 40 factors that are essential to young people’s success. They call these 40 factors developmental assets. These assets aren’t financial. Instead, they are opportunities, skills, relationships, values and self-perceptions that all young people need in their lives.

On one level, the 40 developmental assets represent common wisdom about the kinds of positive experiences and characteristics that young people need and deserve. But their value extends further. The surveying of young people in grades 6-12 reveals that assets are powerful influences on adolescent behavior. Regardless of gender, ethnic heritage, economic situation, or geographic location, these assets both promote positive behaviors and attitudes and help protect young people from many different problem behaviors.

Search Institute’s 40 Developmental Assets are concrete, common sense, positive experiences and qualities essential to raising successful young people. These assets have the power during critical adolescent years to influence choices young people make and help them become caring, responsible adults.

All teen programs at the Ann Arbor Y incorporate as many of the 40 Developmental Assets as possible. We believe that the more Developmental Assets we can introduce and contribute to the lives of youth, the more successful and happy they will be. According to the latest research, a young person requires 31 of the 40 assets to grow into a healthy, caring and responsible adult. We take this research very seriously and do our best to introduce elements into each program curriculum.

For more information, check out our online training on our website at www.annarborymca.org.
All kids deserve the opportunity to discover who they are and what they can achieve, under the guidance of adults who care about them and believe in their potential. We see every interaction with young people as an opportunity for learning and development.