



June 1, 2021

## URJ CHILD PROTECTION POLICY UPDATE

At the heart of our Reform Movement is our enduring commitment to shaping a more whole, just and compassionate world. That holy work includes ensuring that each and every member of our camp community - especially our children - are protected and that their physical, mental, emotional, and spiritual health and safety is our highest priority.

In addition to the physical health of our campers and staff, we are especially attuned to the mental health needs of our camp community coming on the heels of such a difficult and challenging year. URJ Camps have extensively prepared for helping campers adjust to COVID bubbles, testing, PPE, and other new safety features at camp. Each camp has plans and staffing for Camper Care that includes social work personnel to guide staff and to directly respond to camper concerns.

The URJ also remains committed to ensuring the most robust child protection practices, fostering an environment of prevention, protection, and support for raising concerns.

- For over five years, we have partnered with the Baltimore Child Abuse Center (BCAC) to collaborate in preparing and providing our staff training for abuse prevention.
- Every member of our camp staff has or will undergo training in how to prevent, recognize, respond to, and report abuse. This year, as in the past, we have worked with BCAC to continuously improve our protocols.
- Every URJ Camp staff member must pass annual background checks, and are required to participate in annual anti-harassment and discrimination training as has been the case for the last four years.
- We continue to update employment policies, practices, and procedures, and provide ongoing training for our staff on topics such as workplace guidelines, and diversity, equity, and inclusion.

To continue our work in these areas to align with our values on an ongoing basis, we hired Melissa Johnson last year as our General Counsel and Vice President for People and Culture. As well, the URJ recently engaged Mary Beth Hogan of Debevoise & Plimpton, a nationally regarded firm that has worked with a number of leading organizations, schools and universities on creating safe and healthful environments.



Should you ever have any concerns or knowledge of misconduct now or in the future, or that have taken place in the past, please do not hesitate to reach out to Missy or Mary Beth.

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We recognize that it is uncomfortable to talk about child mistreatment and the reason that we do so openly with you and our staff is to be able to address and train for these challenges head on.

Nothing is more important than the physical, emotional and mental health and well-being of our communities; indeed, we view this as our sacred moral responsibility. It is, and always will be, our highest priority.