

# CHILD PROTECTION POLICY

 **DR. CONSTANCE QUIGLEY, LLC**

*Last Updated November 05, 2024*

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Dr. Constance Quigley, LLC (DCQOnline.com)

## 1. Introduction

### Purpose of the Policy:

Dr. Constance Quigley and her Company (Dr. Constance Quigley, LLC) have developed the Children's Protection Policy to declare beyond a shadow of a doubt that the health, safety, and well-being of all children and young persons who engage with our company is strictly protected by policy, ethical responsibility, and by association. We hold to the moral responsibility of our company, its partners, affiliates, and representatives to protect children from harm, abuse, and exploitation. This policy aligns with our unwavering commitment to fostering a safe and nurturing environment where children will flourish under the supportive reassurance that provides exceptional development and where they are respected and nurtured.

### Commitment Statement:

Dr. Constance Quigley and her company, Dr. Constance Quigley, LLC (DCQOnline.com), ensure the commitment to the highest standard and unwavering dedication to the protection of all children from harm by our company, our actions, or our staff, volunteers, contractors, sessional workers, and any other personnel working on behalf of the organization. We commit to protecting children from harm and aligning all our actions and policies to uphold the highest standards of care. We will safeguard all children within our reach from all forms of abuse, neglect, and exploitation.

## 2. Scope of the Policy

### Applicability:

If you have any concerns or need clarification about this policy, please contact Dr. Constance Quigley at (989) 533-8147.

### Definition of 'Child':

Our Organization aligns with national and international standards defining a 'child' as any individual under the age of 18. This definition is the solid foundation for our policy to safeguard our efforts.

## 3. Legal and Ethical Framework

### Legal Obligations:

Critical national and international laws guide this policy, including but not limited to:

- Children Act 1989
- United Nations Convention on the Rights of the Child 1991
- Sexual Offences Act 2003
- Children Act 2004
- Protection of Freedoms Act 2012

### Ethical Standards:

Dr. Constance Quigley and her Company's (Dr. Constance Quigley, LLC) policy adhere to the company's ethical standards extending beyond current legal obligations, prioritizing children's dignity and rights and well-being as outlined in the relevant human rights doctrines and ethical guidelines.

## 4. Definitions and Recognition of Child Abuse and Neglect

### Types of Abuse:

- Physical Abuse: An act of physical abuse is any injury to a child not caused by accident in any form, including violence committed on purpose.
- Emotional Abuse: Persistent emotional maltreatment that causes severe and persistent adverse effects on the child's emotional development.
- Sexual Abuse: Forcing or enticing a child to take part in sexual activities, regardless of whether the child is aware of what is happening.
- Neglect: The persistent failure to meet a child's basic physical and psychological needs.
- Forced Child Labor: The term "forced child labor" refers to any activity that places the mental, physical, emotional, or academic development of the child at risk.

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## Recognizing Abuse:

Dr. Constance Quigley and her Company (Dr. Constance Quigley, LLC) commit to recognizing our staff, volunteers, and vendors' crucial role in identifying signs of abuse and neglect. We provide comprehensive training to equip them with the necessary skills, making them feel valued and integral to our child protection mission.

Signs of child abuse or neglect include:

- Unexplained injuries, such as bruises
- Extreme behaviors, such as excessive crying, truancy, or running away
- Poor hygiene and unsuitable clothing
- Excessive fear of parent(s), caregiver(s), or going home
- Depression or excessive crying
- Poor peer relationships or inability to relate to children of the same age
- Sudden change in behavior
- Constant hunger, tiredness, or lack of energy
- Attention-seeking behaviors

## 5. Prevention Strategies

### Preventative Measures:

Dr. Constance Quigley, LLC implements various strategies to prevent child abuse. Creating a safe environment for children in our organization involves several key components:

- **Awareness:** We commit to educating children, parents, staff, and volunteers on the warning signs and risks of abuse, along with precise reporting methods.
- **Prevention:** We implement screening, training, policies, and protocols to reduce the risk of abuse, ensuring everyone understands their role in prevention.
- **Intervention:** We commit to address any allegations or disclosures of abuse swiftly and professionally. Support and referrals for victims and families are essential parts of our response.
- **Evaluation:** We commit to continuously assessing our abuse prevention measures to ensure effectiveness, making improvements as needed, especially following any incidents.
- **Reporting Protocols:** All Staff, Partners, representatives, and volunteers of Dr. Constance Quigley, LLC are mandatory reporters and commit to the internal reporting processes. The guidelines for reporting are critical, ensuring quick internal action to prevent future occurrences.
- **Training:** Dr. Constance Quigley, LLC offers a comprehensive training program that covers our Abuse Prevention Program and specific strategies for recognizing, reporting, and responding to risks like grooming, peer-to-peer abuse, and social media interactions.

### Training Programs:

At Dr. Constance Quigley, LLC, all managing directors are certified and trained in human rights through the USIDR. We also offer regular training programs for all staff and volunteers under the guidance of Dr. Constance Quigley to improve their capacity to identify, prevent, and address potential abuse and neglect.

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## 6. Procedures for Reporting and Responding to Abuse

### Reporting Protocol:

At Dr. Constance Quigley, LLC, we adhere to strict mandatory reporting protocols to safeguard the well-being of all at-risk individuals, especially children. Here are the outlined steps to follow:

- **Prioritize Safety:** In cases of immediate danger, dial 911 promptly.
- **Compile Relevant Details:** Collect crucial information regarding the alleged abuse or neglect, such as:
  - An overview of the suspected abuser and the victim: This should include details such as the occurrence, timeline, and location of the incident.
  - You may provide additional information, such as witness testimonies or the individual's medical history, to assist the authorities.
- **Notify the Correct Agencies:** Report suspected abuse or neglect to the appropriate entities based on the situation:
  - Child Protective Services (CPS) at 1-888-CARE4US for minors
  - Adult Protective Services (APS) at 1 (888) 227-3487 for vulnerable adults

Contact local law enforcement at 911 for urgent matters.

## 7. Communication and Training

### Policy Communication:

We communicate the Child Protection Policy to all organization members, post it on the website, and provide training sessions to ensure that all members understand the policy.

### Continuous Improvement:

Continuous education and activism for better futures and outcomes for children will ensure constant monitoring and evaluation, updates, and improvements to the Child Protection policy, ensuring it remains effective and aligned with current best practices and legal standards.

### Training Programs:

Continual training will ensure that all employees can implement the policy effectively, recognize signs of abuse, and respond appropriately to incidents.

## 8. Review and Revision

### Review Frequency:

A designated committee or person within Dr. Constance Quigley, LLC will review the policy annually to ensure its relevance and effectiveness.

### Revision Process:

The plan will be revised depending on feedback, changing legal and social standards, and emerging best practices. We will communicate all updates to all affected parties.

*- The FLSA sets rules for minimum age for employment, hazardous occupations, and work hours for individuals under 18.*

*- Children under 14 are generally not allowed to work, with some exceptions such as delivering newspapers or working on family farms.*

*- For 14- and 15-year-olds, there are restrictions on the types of jobs and hours they can work.*

*- Certain hazardous occupations involving heavy machinery, explosives, or dangerous chemicals are prohibited for individuals under 18.*

*- The FLSA also limits the number of work hours for individuals under 18 during school days and non-school days, as well as late-night work for minors.*