

THE PURPOSES OF THE LALT CHILD SAFETY POLICY

The LALT Child Safety Policy has three primary goals regarding the child actors and participants in LALT productions:

1. To create a safe environment that will support and facilitate the Child's participation in the production as a positive experience;
2. To enhance the Child's physical safety by creating conditions to enhance a Child's well-being and trust in themselves and those around them; and
3. To promote the Child's emotional safety by promoting conditions under which they are treated with respect and kindness and will treat other members of the production in an equally positive manner.

Best Practices & Recommendations

1. Two Adults are recommended to supervise any instance where Minor(s) are present. This includes all individual areas where Minor(s) are permitted to be during a production's life cycle. If two Adults are not available, no Adult will ever be left alone one-on-one with a Minor participant with whom they do not have a pre-existing relationship, such as being a Parent, Guardian, or other close family member.
2. Whenever possible, Minor(s) participants will be provided with structured access to or separate areas with which to change costumes.
3. Minor(s) should expect to have periods of downtime during the rehearsal cycle and should arrive prepared for these times with quiet activities such as reading, coloring, or homework with which to occupy themselves.
4. Productions should make every effort to end any function preceding a public-school attendance day which involves Minor(s) no later than 8:30 PM. This is to accommodate the health and well-being of our Minor participants. On days not followed by a public-school attendance day, productions should still strive to end any function involving Minor(s) by no later than 9:00 PM.

LALT CHILD SAFETY POLICY

The LALT Child Safety Policy is designed to apply best practices guidelines for all productions to follow regarding the participation of “Minor(s)” as defined by all children under the age of 18 who participate in LALT productions in any capacity. These safeguarding and child protection policies are designed to enhance the participation of youth while maintaining safety and compliance with all New Mexico and United States child protection laws.

Directives:

1. All Minor(s) must sign a current Code of Conduct. This Code of Conduct and Performance Agreement must also be signed by a Parent or Legal Guardian;
2. Parents and Legal Guardians are encouraged to volunteer their time as part of the participation agreement for the Minor. As such, Parents and Legal Guardians agree to ensure attendance and assist with the management of any conduct and/or behavioral issues in any rehearsals and performances;
3. Minor(s) who require additional supervision or who cause destruction of property or significant or prolonged distress to production members or audience attendees may have additional requirements placed on their continued participation at the LALT during each production;
4. Parents or Legal Guardians of Minor(s) who require additional supervision may be requested to attend each function that Minor(s) participate in.¹
5. During all rehearsals and performances, spaces where Minor(s) are allowed as well as spaces where Minor(s) are prohibited from shall be clearly marked and identified verbally;
6. No Minor(s) will be left unattended in an LALT facility;
7. No Minor(s) will be permitted to operate and/or use machinery or power tools without direct one-on-one supervision by an adult approved by LALT.
8. Each area where Minor(s) are permitted in the theatre must have a dedicated adult assigned to monitor the area during the entire time Minor(s) are present unless unforeseen

¹ However, in extreme cases, LALT reserves the right to bar participation of any Minor(s) in LALT productions or from attending LALT productions.

emergent circumstances create the unavailability of a dedicated adult in which case, separate areas without blocked sight lines can be monitored by a single adult.

9. No Minor(s) shall ever be left alone with an adult Volunteer whom the Minor(s) does not have a pre-existing relationship with (such as being a Parent, Guardian, or other close family member) outside LALT. At least two Minor(s) and an adult or two adults and one Minor must be present in all instances:²
 1. Minor(s) who are not affiliated directly with the production and who do not have a separate Code of Conduct agreement signed with LALT should not ever be left unattended in LALT space;³
 2. All Volunteers and Participants who will be working with youth agree to a confidential background check if requested by LALT;
 3. LALT can choose not to impose a demand for a confidential background in the case of every Volunteer or Participant; Parents or Legal Guardians consent to the Minor(s) participation with this knowledge;
 4. When a confidential background check is imposed by LALT, the subject will be prohibited from supervising Minor(s) unattended until such time as the background check is returned and approved; The New Mexico “Duty to Report Child Abuse Law” requires mandatory reporting for every person who knows or has a reasonable suspicion that a child is an abused and/or a neglected child shall report the matter immediately;⁴
 5. Adults affiliated with a production must also disclose that a report of abuse and/or neglect was made to the Board of Directors of LALT;

² LALT acknowledges the community and often family related nature of our shows does mean this policy can on occasion be superseded by existing community relationships between adults and Minor(s), and where appropriate these relationships between adults and Minor(s) can be honored. However, no productions shall ever arrange its spaces or schedule such that an adult volunteer is required to be alone with a non-related Minor(s).

³ This includes siblings of Minor performers; siblings should not be dropped off with Minor(s) involved in rehearsals or who are participating in a structured function, and LALT cannot and does not provide “additional” childcare for non-participants.

⁴ NMSA 32A-4-3; Reports must be reported to Children Youth & Families (CYFD)’s Central Intake (SCI) at 1-855-333-SAFE [7233] or #SAFE from a cell phone if you suspect child maltreatment is occurring.

6. Adults affiliated with LALT productions must also disclose that a report of abuse and/or neglect was made to the Board of Directors⁵ at as close to a simultaneous time as possible to the report;
7. No volunteer should attempt to confront, intervene, or interview victims or suspects of perpetrating abuse and should follow the requested reporting guidelines of LALT;
8. Minor(s) who suspect abuse of another Minor(s) and who require assistance beyond that of their Parent/Guardian (or who wish to report abuse against their own Parent/Guardian) may make a report to CYFD and/or law enforcement or may also first contact any member of their production such as a Director, Producer, or Board Liaison who will file a complaint to CYFD and/or Law Enforcement per the mandatory reporting guidelines. In addition, they may engage in LALT with the support of one or more of those individuals.

Approved 1/20/2025 by LALT Board of Directors

⁵ Notification should be made to the Production Board Liaison