

The Child Safety Pledge

As a trained and fully vetted employee, I recognize that my completion of the Behind the Smile foundational training, comprehensive background checks, and child protection policy agreements is just the beginning of my responsibility. I understand that good intentions and blind relational trust are not enough to keep children safe. Grounded in our shared commitment to protect, prevent, and empower, I pledge to take an active, uncompromising role in safeguarding every child.



I commit to the following principles:

1. Embody the Role of a Safe Adult

- I pledge to consistently act as a calm, caring, dependable, and predictable presence for the children in our care.
- I will listen without panic, protect without judgment, and act without hesitation to ensure every child feels seen, heard, and supported.

2. Enforce the Armor of Policy

- I commit to treating our child safety policies not as administrative burdens, but as shared protective boundaries that keep everyone safe.
- I will strictly uphold all child protection policies, ensuring that no adult is ever alone with a child and children are safe in my area.
- I will actively maintain observable and interruptible environments, utilizing physical spaces to completely eliminate the isolation required for boundary violations to occur.
- I pledge to prioritize objective physical safety over social comfort by eliminating the "Friend Pass," recognizing that personal charisma, long-time relationships, or institutional status never exempt anyone from shared safety standards.

3. Spot and Interrupt Grooming

- I understand that the greatest danger to children rarely comes from strangers, and I will remain vigilant to look behind the smile.
- I will actively look for clusters of behavior, recognizing that grooming tactics often masquerade as normal kindness, mentorship, or generosity.
- I pledge to trust my gut and embrace the core principle: if it feels off, act.

- I will safely interrupt risky behaviors by using policy-based redirection, shifting potentially inappropriate interactions into safer, observable contexts without fear of awkwardness.

4. Handle Disclosures with Trauma-Informed Care

- If a child discloses harm to me—whether through indirect hints, accidental discovery, behavioral shifts, or direct statements—I will be a steady bridge between fear and safety.
- I will listen more than I speak and use trauma-informed, neutral affirmations such as "Thank you for telling me" and "My job is to help you be safe".
- I will never make promises of secrecy, understanding that secrecy is an abuser's tool, and I will honestly inform the child that I may need to tell people who can help keep them safe.
- I commit to following mandated reporting steps for our state and organization immediately and consistently.

5. Empower the Community and Elevate the Culture

- I pledge to replace the polite silence that allows boundary violations to grow with open, courageous, and clear communication.
- I will empower children to own their bodily autonomy, actively communicating that their body belongs to them and they never have to keep secrets.
- I embrace my cultural backing and system authority to speak up, challenge leadership if necessary, and pause operations to safeguard the environment.

By signing this pledge, I affirm that I understand the vital mechanics of child protection. I believe that every child is an irreplaceable asset of sacred, infinite worth, and I am tenaciously dedicated to ensuring they grow up in an environment where predators cannot thrive, and children experience absolute safety.

Signature: _____

Date: _____