

CHILDREN AND YOUTH PROTECTION POLICY AND AGREEMENT

PURPOSE

This agreement sets out the mandatory guidelines, procedures, and precautions required by any and all persons that serve as a youth or children's ministry volunteer, intern, or staff at _____ Church of God. The purpose of this agreement is to provide a safe and secure environment for all of the minors at _____ Church of God.

POLICIES

1. SCREENING - Every volunteer, intern, and staff member must consent to a criminal background check when working with children and youth. Further, personal interviews and reference checks will be conducted to evaluate each candidate.
2. SUPERVISION - It is strongly advised that any activity involving a minor should be supervised by at least two adult leaders at all times. In addition, underage staff members should always be accompanied by an adult staff member when present with a minor to ensure adequate supervision. The purpose of having two leaders is to protect minors against situations in which abuse might occur. Having this level of insulation mitigates the risk of abuse occurring in the children's and youth ministry. Further, it is best for the two leaders to be unrelated when accompanying minors; however, if the two leaders are related, then an unrelated third party must be present when possible. Situations in which an adult is alone with a minor should be avoided.
3. RESTROOMS - The off-site restroom policy requires that where possible all minors be accompanied to the restroom by an adult who shall wait outside the door/stall for the minor. However, on-site restroom policies will vary based upon age groups. Children ages 0-5 years old must be accompanied by an adult who shall wait outside the door/stall for the minor, in situations where this is applicable. If assistance is needed, then the door should remain open. Elementary age and youth students may go to the restroom on their own with proper permission from a staff member.
4. OVERNIGHT CHURCH ACTIVITIES - To minimize the liability risk at overnight church activities, a separate waiver for minors should be made. All chaperones for overnight events must complete screening. The same supervision and restroom policies listed above should be enforced on any overnight trip or activity taken by the children's and youth ministry. Also, there should be safe distancing between the sleeping areas of male and female participants.
5. REPORTING - As a children's and youth volunteer, intern, or staff member you may witness indicators that child abuse is or has taken place. All children's and youth workers are subject to state and federal laws regarding child abuse reporting. An individual in an authoritative position at _____ Church of God is considered a mandatory reporter and agrees to follow and abide by _____ (state) laws on child abuse.

EMPLOYEE AND VOLUNTEER AGREEMENT

I, _____ (print your name) have read the Children and Youth Protection Policy and agree to comply with all policies and procedures outlined above.

SIGNATURE: _____ DATE: _____