



## Child/Youth Protection Policy

Updated May 2017

**Purpose:** It is the purpose and intent of First Baptist Church to provide a safe environment to teach and care for the children and youth in our church and community.

**Goal:** Our goal is to protect children from sexual abuse, child molestation, or any type of inappropriate sexual behavior by employees or volunteers in this church and to protect employees and volunteers from false accusations.

### What We Require

**Six Month Rule-** All workers are expected to be *\*actively involved\** at First Baptist Church and have attended for a minimum of six months before volunteering in our children's/youth ministry. The only exception is when suitable non-member workers are hired by the staff for special events or services or in the case of hiring staff for these positions.

\*Attending church services at least twice monthly as well as being involved on a regular basis in a small group (Sunday School, small group, Bible Study, Wednesday Night Live, etc.).

**Child Sexual Abuse Prevention Online Training-** We expect all staff and volunteers to successfully complete our online prevention training, application, and reference checks. A review training will be required annually.

**Background Checks-** We conduct a criminal records check for all staff as well as children's/youth workers who serve with minors. Applicants who have been convicted of a felony or have a misdemeanor involving abuse or violence will not be eligible to serve with children/youth. Background checks will be kept confidential with access afforded only to church staff on a need-to-know basis.

**A Personal Interview-** We use the interview time to explore more fully why a candidate wants to work with children or youth as well as review our ministry's policies and procedures regarding the supervision of children.

**Jr. Volunteers:** Youth grades 6<sup>th</sup>-12<sup>th</sup> will be required to complete a Jr. Volunteer Training and application; however, only those 18 years and older will be required to have a background check. Volunteers 14 years and younger are not permitted to assist children in the restrooms.

## What We Expect

- 1) Reasonable effort will be made to assure that one volunteer is not left alone in an enclosed space with one minor.
- 2) Reasonable effort will be made to provide at least two trained volunteers (one adult and one 15 years of age or older) with children in the nursery and in Pre-K classes.
- 3) Reasonable effort will be made to have students in rooms with view windows or open doors for all teaching/learning activities.
- 4) Children should not be allowed to roam free in unoccupied rooms or areas at any time during church activities without proper supervision.
- 5) If a restroom break is required for nursery through 5<sup>th</sup> grade, the workers should accompany the children as a group or the worker should monitor the child from outside the bathroom door.
- 6) Mentors, youth, and parents should sign a contract that outlines the expectations and guidelines for youth mentorships.
- 7) Reasonable effort will be made that an adult volunteer does not give a ride home to a child alone. If this is unavoidable, the volunteer should have verbal consent from the parent.
- 8) Non-FBC volunteers who are in an FBC-sponsored program must be part of another church for at least six months and go through the child-protecting training and background checks. The staff person facilitating that program must also have personally known the volunteer for at least six months prior to serving.
- 9) Workers should avoid physical contact with children that could in any way be misconstrued as inappropriate.
- 10) All staff and volunteers should report any inappropriate or suspicious behavior directly to the supervising staff leader immediately.
- 11) We expect all children's/youth workers to follow the stated policies to reduce isolation, increase accountability, and to reduce the disparity of power between a worker and child/youth in our program.

I have received a copy of the First Baptist Church of Aledo, IL's Child Protection Policy. I understand it is my responsibility to become familiar with and adhere to the requirements stated within the policy.

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*Print Name*

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*Signature*

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*Date*