

CHILD PROTECTIVE PACKET



CONFIDENTIAL REPORT



CHILD PROTECTIVE POLICY

Child abuse (sexual, physical, and emotional) or neglect is not tolerated by **NAME OF THE CHURCH**. Anyone determined to have committed, been convicted of, or confessed to child abuse is not eligible for service and, if serving, will have his or her employment or volunteer status with **NAME OF THE CHURCH** terminated.

1. In order to prevent child abuse, **NAME OF THE CHURCH** addresses child safety through appropriate screening and supervision of all activities involving children and youth.
2. Anyone who is known or determined to have committed abuse of a child under the age of 18 or a person with an emotional or mental disability at any time during his/her adult life is not eligible for service either as an employee or a volunteer and, if already serving, will have his/her service with **NAME OF THE CHURCH** terminated immediately, with no later opportunity to serve as an employee or volunteer to work with children or youth. **NAME OF THE CHURCH** will not knowingly allow anyone who has been convicted of child abuse to participate in any children's ministry, either as a staff or volunteer.
3. Anyone who committed **child neglect or sexually inappropriate behavior** before the age of 18 will be evaluated on a case-by-case basis, taking into account such factors as age, seriousness of the offense, acknowledgment of responsibility, and effective treatment.

4. Any employee or volunteer whose dependent children have been determined to have committed child abuse will be asked to follow through with an action plan put in place to resolve the causes and effects of the abuse, taking into account such factors as age, age difference between offender and victim(s), developmental differences, seriousness of the offense(s), acknowledgment of responsibility, and effective treatment. Failure to follow the action plan will lead to termination of their service with **NAME OF THE CHURCH**. Reapplication will be evaluated on a case by-case basis under the guidance of professional advisors who will assist in determining effective treatment and other factors listed above.

5. If **NAME OF THE CHURCH** is asked for a reference for anyone whose service or membership was terminated because of sexual misconduct, **NAME OF THE CHURCH** will disclose in general terms that the termination resulted from a violation of the church's Code of Conduct. Further, if **NAME OF THE CHURCH** becomes aware that a former employee or volunteer of **NAME OF THE CHURCH** who was dismissed becomes employed by or volunteers to work with children or youth in another organization, **NAME OF THE CHURCH** will seek legal counsel on our duty to warn the organization by making that organization aware of the reasons for **NAME OF THE CHURCH**'s termination of employment of the individual.

6. Failure to follow the Child Protection Policy or the Code of Conduct will result in disciplinary action up to and including termination of employment if on staff. If a volunteer, such failure will result in the exercise of church discipline by the church board and according to the IPHC manual.

7. If it is determined that a staff person has violated our Code of Conduct or willfully harms a child, they will not be allowed to resign voluntarily but will have their employment terminated.

8. In cases where corroborating evidence shows that a person previously employed by **NAME OF THE CHURCH** committed child abuse while in the employ

of **NAME OF THE CHURCH**, their personnel file will reflect such, and they will be considered ineligible for re-hire.

9. **NAME OF THE CHURCH** staff and volunteers will comply with all **NAME OF THE STATE** Mandated Reporting laws. Staff and volunteers are required to follow the **NAME OF THE CHURCH** Mandated Reporter Protocol.

10. Once an Incident Report has been filed by a staff or volunteer, according to our Reporting Protocol, a report must be made to **Child Protective Services** within 24 hours of the original disclosure or suspicion of abuse.

11. No portion of this policy can be amended by any individual, nor can any individual grant permission to deviate from this policy. Any change to this policy must be granted only by a vote of the **church board** and no one else.

This sample document is intended to give you examples of policy statements you might consider. There is no intention to affirm or suggest that what is presented here is in accordance with the laws of your state. Your organization is responsible for ensuring that your specific policy statements conform to all laws governing your state. These are provided only as a sample of what an organization might state in its policy document. Consult your legal counsel for guidance and advice regarding your policy statements.

IPHC Children's Ministry

<https://iphc.org/discipleship/vigilant/>

405-787-7110