

CHILD PROTECTION

Because Conference employees and local church school and ministry volunteers represent the church and the Conference, anyone acting on behalf of the Church must understand and agree to follow the policies and guidelines established for employees and volunteers. All Conference employees, teachers, teacher assistants, Pathfinder Club directors and staff and volunteers working with children must complete the online training and have a background check through Verified Volunteers.

Churches and schools are expected to have windows in the doors of every classroom and office. The windows are not to be covered at any time for any reason.

Furthermore, all employees and volunteers who work with children are expected to:

1. Provide adequate supervision at all times and never leave children unattended.
2. Administer discipline which is age appropriate and redemptive.
3. Only use appropriate physical intervention when necessary to keep a child from harming himself, another child, you, or property.
4. Endeavor to keep their tone of voice and actions calm at all times. If necessary, for the good of the child and the group, call and involve the parents.
5. If a child wants to sit on your lap, encourage him/her to sit/stand beside you.
6. If possible, when taking a child who needs assistance to the restroom, take another person with you.
7. If possible, always have at least one other responsible person with you when working with children. Avoid ever being alone with a child.
8. If working as, or with Pathfinders, Adventurers or school students, read and comply with policies regarding the requirements for Adventurers/Pathfinders and the Education department.
9. Know and be aware of signs and symptoms of abuse. Periodically review the courses available on the Verified Volunteers website.
10. If you suspect abuse, immediately call the Conference departmental director responsible for the activity that you are working with or a Conference officer.

Convicted Sex Offenders Attending Church and/or School Events: The Conference expects leaders of churches and school to protect everyone who attends church or school events from sex offenders. When a known convicted sex offender wants to attend worship services, church events or school activities the pastor and an elder, or the school board chairperson and school principal, will meet in person with that individual and explain what conduct is acceptable and what is prohibited while on church or school premises or while attending church or school sponsored activities.

A document describing acceptable and prohibited behavior should be given to the individual and a signed and dated copy should be kept by the pastor or principal. If an individual exhibits inappropriate conduct, fails to conduct themselves according to the expectations given, or violates the conditions of their parole or probation, the privilege to attend or participate in church services and events or school sponsored activities must be terminated.