

Safe Environment Policy for Preschoolers, Children and Youth

Business Meeting 8/12/1998

Anastasia Baptist Church wishes to provide a safe environment for the preschoolers, children and youth who attend activities at the church or who attend events sponsored by the church. The church also wishes to affect responsible hiring practices and to ensure adequate legal safeguards regarding all paid employees, staff, clergy and volunteer church workers. To provide this environment, the church is implementing the following policies:

Responsible Screening of Employees

1. All paid church employees, including clergy, will undergo a thorough screening process as a part of the job application procedure.
2. Documented reference checks on all paid employees working with preschool, children or youth will be completed prior to employment.
3. A pre-employment criminal history investigation will be made for all persons being considered for full-time or regular part-time paid employment. A pastor and/or the personnel committee will review and evaluate any information obtained from the inquiry into the applicant's criminal history. All information obtained in such an investigation, including any review/evaluation notes, will become a part of the applicant's permanent personnel file.

Responsible Screening of Volunteers

4. All volunteer workers for any and all positions involving work with preschool, children or youth will be screened.
5. All adult volunteers working with preschoolers, children or youth are required to be members of Anastasia Baptist Church for a minimum of six months.
6. Adults who have been convicted of either child sexual or physical abuse may NOT volunteer service in any church sponsored activity or program involving preschoolers, children or youth.
7. Adult survivors of childhood sexual or physical abuse need the love and acceptance of this church family. Individuals who have such a history should discuss their desire to work with preschoolers, children or youth with one of the pastoral staff prior to engaging in any volunteer service.

Providing a Safe Environment

8. All volunteers must observe the "two adult" rule. This rule requires that adults are never alone with preschoolers, children or youth without another adult partner present.
9. All church staff and regular volunteers who work with preschool, children or youth will complete the training that is recommended and offered in regard to the nature of child abuse and in regard to carrying out our policies to prevent sexual abuse.
10. Pertinent state law information concerning child abuse reporting obligations will be posted in the business office.
11. Reporting procedures and response strategy regarding any suspected incident of child and/or sexual abuse are to be developed and periodically updated jointly by the church staff and the personnel committee.
12. The Church Administrator will do an annual needs/risk management assessment and update as to adequate liability insurance coverage.

Providing A Proper Response

13. All volunteers must immediately report any behaviors which seem abusive or inappropriate to their supervisor.
14. Response to any and all media inquiries, if an incident occurs, shall be the responsibility of the senior pastor only.
15. Anastasia Baptist Church takes our policies to prevent molestation and/or sexual abuse seriously and intends to see that the policies are enforced.