

KERNAN BLVD BAPTIST CHURCH

Sexual Abuse and Molestation Prevention Policy

Protecting Our Children

Sexual Abuse and Molestation Prevention Policy

For

Kernan Blvd Baptist Church

PURPOSE: It is the purpose and intent of Kernan Blvd Baptist Church (KBBC) to provide a safe, secure environment to teach and care for the children and students of our church family.

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

DEFINITION OF CHILD SEXUAL ABUSE: The National Resource Center on Child Sexual Abuse defines child sexual abuse as "any sexual activity with a child, whether in the home by a caretaker, in a daycare situation, in any organized ministry, whether at the main facility (church) or away, or in any other setting, including on the street by a person unknown to the child". The abuser may be an adult, an adolescent, or another child.

Child sexual abuse can be violent or non-violent. It is criminal behavior that involves children in sexual behavior. Child sexual abuse can involve fondling; penetration of the oral, genital, and anal areas; intercourse; and forcible rape. Other forms of abuse can include verbal comments, any exposure to pornographic materials, inappropriate internet activity, obscene phone calls, exhibitionism, or allowing children to witness sexual activity.

DEFINITION OF A MINOR: A minor is any individual under the age of 18 years.

The policy and procedure set forth will apply to all people who give supervision or have custody of minors or who have opportunity to have contact with minors in church facilities or church sponsored activities.

This policy will address four (4) areas that are critical for the protection of the children, our Employees and our church: selection process, protection policy, reporting procedures, and responses to allegations.

1. SELECTION PROCESS

A. Employee – anyone who is paid by the church on a full-time or part-time basis, whether or not they work directly with preschoolers, children, and students.

Current employee

- Complete a confidential application form
- Complete a consent to release confidential information
- Background records check
- Possible Criminal Records Check*

New employee (effective January 1, 2010)

- Complete a confidential application form
- Complete a consent to release confidential information
- Background records check
- Interview by appropriate staff member
- References checked and verified
- Received appropriate clearances on all checks to work with minors
- Possible Criminal Records Check*

All records, forms and reports will become a part of the employee's confidential personnel file.

B. Volunteer – anyone who is not paid by the church on a full-time or part-time basis, and is serving in any position involving the supervision or custody of minors. Examples: Nursery, childcare, preschool, grade school, middle school, high school, and college workers, bus drivers, teachers, chaperones, others as designated by the Pastor.

Current volunteer

- Complete a confidential application form
- Complete a consent to release confidential information
- Background records check
- Interview by appropriate staff member
- Possible Criminal Records Check*

New volunteer (effective January 1, 2010)

- Complete a confidential application form
- Complete a consent to release confidential information
- Background records check
- Interview by appropriate staff member
- Possible Criminal Records Check*

*Possible criminal records checks for employees/volunteers will be limited to any criminal activity involving the following: (1) a minor; (2) child molestation; (3) any type of sexual offense; (4) any type of pornographic or obscene material; (5) any type of physical violence; and (6) suspected child abuse.

In addition to the above requirements, a volunteer must be a member of Kernan Blvd Baptist Church, or regular attendee, for at least six (6) months, unless a parent volunteering in the Upward Sports Program. A volunteer who does not meet these membership requirements may serve only upon approval of the appropriate age-group minister/director.

C. Minors – In addition to the above requirements a minor who is an employee or volunteer must also submit a separate certification from his or her parent or guardian that the parent or guardian “knows no reason why the minor should not be allowed to work directly or indirectly with other minors.”

II. PROTECTION POLICY

A. Two Adults

Age-group ministers/directors, division directors, teachers, workers, greeters, and/or program directors will be present, or nearby, and available on each floor and in the hallways where minors are present. Reasonable efforts will be made to have two (2) adult workers present, or nearby, with preschoolers, children and students during church activities. Reasonable effort shall be made to assure that one adult is not left alone with one minor. A husband and wife working in the same room will typically be considered as one adult for purposes of this policy.

B. View Windows/Open Doors

Reasonable effort will be made to place preschoolers, children and students in rooms with view windows or open doors for all teaching/learning activities.

Over-Night Activities

All employees and volunteers will be required to comply with all of the Sexual Abuse and Molestation Prevention Policies during KBBC sponsored over-night activities.

C. Within Town Activities

All employees and volunteers will be required to comply with all of the Sexual Abuse and Molestation Prevention Policies during KBBC sponsored with-in town activities.

D. Out-of-Town Activities

All participants should have written parental consent and a notarized medical release form. Consent forms may be completed for a one-year period and should be renewed annually. All consent forms will be considered valid until renewed. All employees and volunteers shall be required to comply with all of KBBC's policies including, but no limited to, those outlined in Sexual Abuse and Molestation Prevention Policy during KBBC sponsored out-of-town activities.

E. Preschool Security Policies and Age-Specific Guidelines

KBBC has a detailed, working preschool security policy (Preschool Policies and Procedures for Kernan Blvd Baptist Church) that should be conscientiously followed and all Employees and Volunteers shall abide by the preschool security policy as well as any other applicable age-specific guidelines and Sexual Abuse and Molestation Prevention Policies. Please contact the age group minister or Director of Preschool/Children relative to questions about these policies.

III. REPORTING PROCEDURES

Observed or reported child sexual abuse or child molestation should be reported immediately to the appropriate age group minister/director or the Minister of Education. Reporting abuse can precipitate severe consequences to a family, so it should never be done casually or thoughtlessly, and certainly not for malicious purposes. At the same time, failing to report abuse can have severe consequences to a child at risk. Therefore, if you have reasonable cause to suspect abuse, you should talk with an appropriate person to see what steps could and should be taken to protect the child and help the family. When time and circumstances permit, the report should first be made to the appropriate age-group minister/director, who will then proceed with the correct and thorough process.

IV. RESPONSES TO ALLEGATIONS

- A. All allegations will be taken seriously and church staff will take appropriate action in accordance with the laws of the State of Florida, insurance policy requirement, and based upon advice of legal counsel.
- B. The official spokesperson for the church in any of these matters will be the Pastor or his appointee. No other staff member or church members shall speak to the media in an official capacity.
- C. The church staff will document (in writing, with date and signature) all efforts in the handling of any incident.
- D. The church staff will not deny, minimize, or blame any individual involved in allegations. KBBC staff will minister to all involved, as well as cooperate with authorities.

V. RESOLUTION OF DISPUTES

Kernan Blvd Baptist Church believes that the Bible commands Christians to make every effort to live at peace and to resolve disputes with each other in private or within the Christian church (see Matthew 18:15-20; I Corinthians 6: 1-8). Therefore, any civil claim or dispute arising from or related to allegations by or against workers, employees, volunteers, church members or their families, will be submitted to the Pastor who will minister and counsel as needed.

VI. This policy must be read and understood by each and every staff member, employee, worker, and volunteer. A letter signed by each will be kept on file in the church office as an audit for this program.

VII. EFFECTIVE DATE

January 1, 2010

Kernan Blvd Baptist Church
Sexual Abuse and Molestation Policy
Acknowledgement and Acceptance Form

After you have read the Sexual Abuse and Molestation Prevention Policy, **complete** this page and return to KBBC office.

Print your name clearly

First Name	MI	Last Name	Date of Birth
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I have read, understand and hereby agree to abide by the terms and conditions as provided in the Kernan Blvd Baptist Church Sexual Abuse and Molestation Policy. I understand that any violation of the aforesaid terms and conditions may result in my being removed from any leadership position and other privileges to serve may be revoked. I further agree to report any abuse, lack of compliance or suspicious behavior by others to the Director of Preschool, Minister of Education or Senior Pastor. Any violation of this policy, or any inappropriate behavior that is not included in the policy but has the effect of causing harm to another or his/her child will be reported immediately.

Signature _____ **Date** _____

KBBC Affiliation: (check all that apply)

- Sunday School
- Youth Dept
- Children's Dept
- Preschool Dept
- Upward Program
- Non-Member of KBBC
- Member of KBBC
- Other, explain _____