

Evangelical Presbyterian Church Child Safety Policy

Preface

Because Evangelical Presbyterian Church is committed to our children and because we strive to provide fun, safe programs from Nursery through Youth that encourage our children to grow in Christ, EP Church has enacted a Child Safety Policy for newborns through 17 years. We believe that the church must maintain the highest standards in both its programs and the people who staff those programs. Therefore, to demonstrate this commitment to our children, to the parents of the children who participate in our programs, and to the community, EP Church has adopted this Child Safety Policy.

Policy

The following policy is posted in every classroom. All volunteers & workers must read and adhere to this policy.

1. All volunteer workers must be EP Church members and will teach and act according to the biblical doctrines of EP Church. (Any exceptions with membership require approval from the Children's Ministry Director and the elder responsible for Children's Ministry.)
2. A two person policy (one person must be at least 18 years) will be maintained during any scheduled activity by EP Church, unless previous approval by the Children's Ministry Director. The intent is that a child must not be alone with a single worker, except for brief occasions such as when the other worker escorts other children to the restroom. See #7 for restroom supervision.
3. For private music lessons involving children: a parent, another adult, or another child 12 years or older designated on a parent permission (liability waver) form on file with the children's Ministry Director must be present during the lesson.
4. All children will always be monitored and at no point will a child be left unsupervised.
5. Workers will position themselves to be visible by others. All classrooms must have a window to allow monitoring.
6. No child will be released to any person other than the parent, family member (12 yrs or older), or adult who brought the child to EP Church, unless prior arrangement has been made with the Children's Ministry Director or a parental permission form has been obtained.
7. Instruction regarding supervision with children requiring restroom assistance: Workers will make sure the restroom is not occupied by unknown individuals before allowing children to use the facilities. A staff member will always accompany two or more children and will stay by the main restroom door to allow privacy for the child using the restroom. Ages 12 years and older will be permitted to use the restroom one at a time with the adult's approval.
8. No abusive behavior will be tolerated. Examples of abusive behavior are:
 - Physical abuse – to strike, spank, shake, slap;
 - Verbal abuse – to humiliate, degrade, threaten;
 - Sexual abuse – to inappropriately touch or speak;
 - Mental abuse – to shame, withhold kindness, be cruel;
 - Neglect – to withhold food, water, basic care, etc.
9. All paid staff and volunteers working with children must have a clean background check. A childcare worker (non-member) under 18 must have 2 written references on file with the Children's Ministry Director (1 adult, 1 non-family member).