

Safeguarding Our Children and Youth: Policy on Physical, Sexual and Emotional Misconduct

Session adopted the current policy, a supplement to the Presbytery of New Hope's policy, on October 25, 2004 in an effort to prevent abuse and false accusations of abuse.

GUIDELINES:

Two Adult Rule -

- Two adults should be present at all times when involved in a program with children and youth.

Age requirements -

- One caregiver should be 21 years or older if children are 2 years old and the group size is less than 10.
- One caregiver should be 18 years old or older if the children are over 2 years old and the groups size is less than 10.
- A youth 12 years old or older may be counted as an adult if another caregiver meets the above requirements.

Physical Environment –

- Physical surroundings and group size should allow adequate space and visibility for monitoring the group. Visual access must be provided.

Volunteer Covenant Statement and Background Checks –

- Criminal background checks are performed on all paid nursery staff and all youth advisors.
- If the statement cannot be signed or the background check reveals negative findings, these facts will be referred to the appropriate staff and team for action.

Church Membership

- All teachers, nursery volunteers and youth advisors must be church members for at least 6 months. All others must be especially approved by Session.

Parents and Guardians Welcome

- Parents and guardians of children and youth are welcome to visit, participate in or chaperone programs in which their child is participating.

Sections not pertaining to Sunday School and "Procedures for Reporting and Handling Violations" have been omitted from this summary. The full document is available in the church office.

Covenant Statement for Cary Presbyterian Church Volunteers
With Children and Youth

This covenant shall be a bond between the congregation of Cary Presbyterian Church and the volunteers who are committed to providing a safe and secure environment for all who participate in its ministries. The following policy statements reflect our congregation’s commitment to preserving this church as a sanctuary for all who would enter and as a place where all people can experience the love of God through relationships with others.

Policy: In keeping with the covenant of baptism, we, the congregation of CPC, have committed ourselves to the nurturing of our children. They cannot learn to love and trust God when those who represent God to them are unloving and untrustworthy. We promise our children that we will:

- Provide the structure, education, and policies that will keep them safe from harm and abuse, and
- Screen volunteers, train them, and ask that they abide by the policies of our church.

Agreement: As a volunteer working with children in the congregation, I agree:

- To affirm my commitment to support CPC as a safe place for children and youth;
- To observe and abide by all church policies regarding ministries with children and youth, including the *Safeguarding our Children and Youth – Policy on Physical, Sexual and Emotional Misconduct* (Policy), which I have received and reviewed;
- To observe all Guidelines set forth in the Policy, including the two-adult rule, the age of caregivers, the adult-child ratios, and the transportation requirements;
- To participate in training or education events provided by the church related to my volunteer assignment;
- To report abusive or inappropriate behavior promptly to the staff member of CPC who supervises my work or to the Pastor;
- That CPC may undertake a criminal background check on me and I agree to cooperate in any way, at no cost to me, to accomplish that check.

Certification: I certify by my signature that I have not to my knowledge been the subject of any investigation, legal or church-related or complaint involving a reported instance of physical, sexual, or emotional abuse of children or youth. I have never been refused, resigned from or been asked to resign from a position for reasons related to any abuse. I promise to report any future investigation, complaint or action promptly to the staff member of CPC who supervises my work.

Signature of Volunteer

Print Full Name

Date

Signature of CPC Staff Member

Print Full Name

Date