

CHILD PROTECTION POLICY & AGREEMENT FORM

I. CHERRY LOG CHRISTIAN DISCIPLES OF CHRIST CHILD PROTECTION POLICY

- A. Cherry Log Christian Church, Disciples of Christ (CLCC) is committed to protecting preschoolers, children, and youth from sexual, emotional and physical abuse. Cherry Log Christian Church, Disciples of Christ has a Zero-Tolerance Policy prohibiting any act of sexual, emotional, or physical abuse. The zero-tolerance policy requires of all CLCC employees and “direct volunteers” the immediate reporting to the CLCC child protection designee of any occurrence or suspected occurrence.
- B. Any paid employee or “direct volunteer” (see definition) who works with children (age 17 or under) will be given the definition of child abuse in writing, as well as the policy on reporting child abuse. .
- C. Cherry Log Christian Church, Disciples of Christ practices the “two adult” rule, which requires a reasonable number of adult workers to be maintained in each situation involving the supervision of children and youth, but with a minimum of two workers at all times.
- D. The CLCC event/ ministry leaders supervise on an ongoing basis and make unannounced visits into classes or other sites from time to time.
- E. All paid employees and “direct volunteers” should have an application on file that includes a legal release statement allowing the CLCC to conduct criminal background checks. The application includes questions pertaining to work with children and/ or youth. The application may include personal interviews, current address information, former churches, references, and general experience in working with children and/ or youth.
- F. A criminal background check will be conducted on all paid employees. A criminal background check will also be conducted on all “direct volunteers” having a planned assignment with children and/ or youth.
- G. An identification system will be utilized during CLCC events/ ministries so that when adults drop off a child they are the same adults or the adult’s designee who picks up the child.
- H. Churches, organizations and/ or individuals who utilize CLCC facilities or attend CLCC sponsored events for children and/ or youth must certify that a child protection policy is in place and is being enforced.

II. DEFINITIONS

- A. Defining Child Abuse

*Emotional Abuse: Occurs when a child's emotional and mental health are not being met.

*Neglect: Occurs when a child's needs for food, shelter, clothing, or supervision have not been met

*Physical Abuse: Occurs when someone inflicts visible or invisible bodily harm

*Sexual Abuse: Involves direct or indirect sexual acts or behavior

B. Identifying Physical and Behavioral Indicators of Abuse/ Neglect

Disclaimer: These indicators are not exhaustive and do not verify actual abuse; however, when observed, they may warrant further investigation. If these indicators are detected, see reporting procedure.

*Wary of others

*Clingy (clinging) to others

*Uncomfortable with emotions (crying)

*Emotionally detached

*Extreme changes in behavior when not around parents

*Manipulative or controlling/ Poor image of self

*Delinquent behavior

*Self-mutilation, drug, and alcohol abuse

*Bruises, welts, burns, bite marks, bed wetting, fractures

*Reluctant to change clothes in front of others

*Questionable sexual behavior, knowledge beyond the particular developmental age

*Promiscuous

*Withdrawn

*Self-conscious

*Obsessively clean

*Extreme compliance or defiant

*Anxious

*Fearful

*Pain or itching in genital area

*Injury to genital area

C. CLCC Definitions

*Direct Volunteer: One who is specifically enlisted and serve ministries supported by CLCC.

*Indirect Volunteer: One who is enlisted by his/ her church or others that attend CLCC or use CLCC facilities.

III. REPORTING PROTOCOL

- A. Any suspicion or allegation of abuse and/or neglect of a child by a staff member or any individuals shall be confidentially reported to Cherry Log

Christian Church, Disciples of Christ child protection designee immediately.
Do not treat any suspicion or accusation as frivolous.

- B. The decisions regarding further assessment of any danger, seeking consultation, notification of parents/ custody holders, and any further necessary services will be based on the decision of Cherry Log Christian Church, Disciples of Christ Child Protection designee following consultation with the Senior minister.