



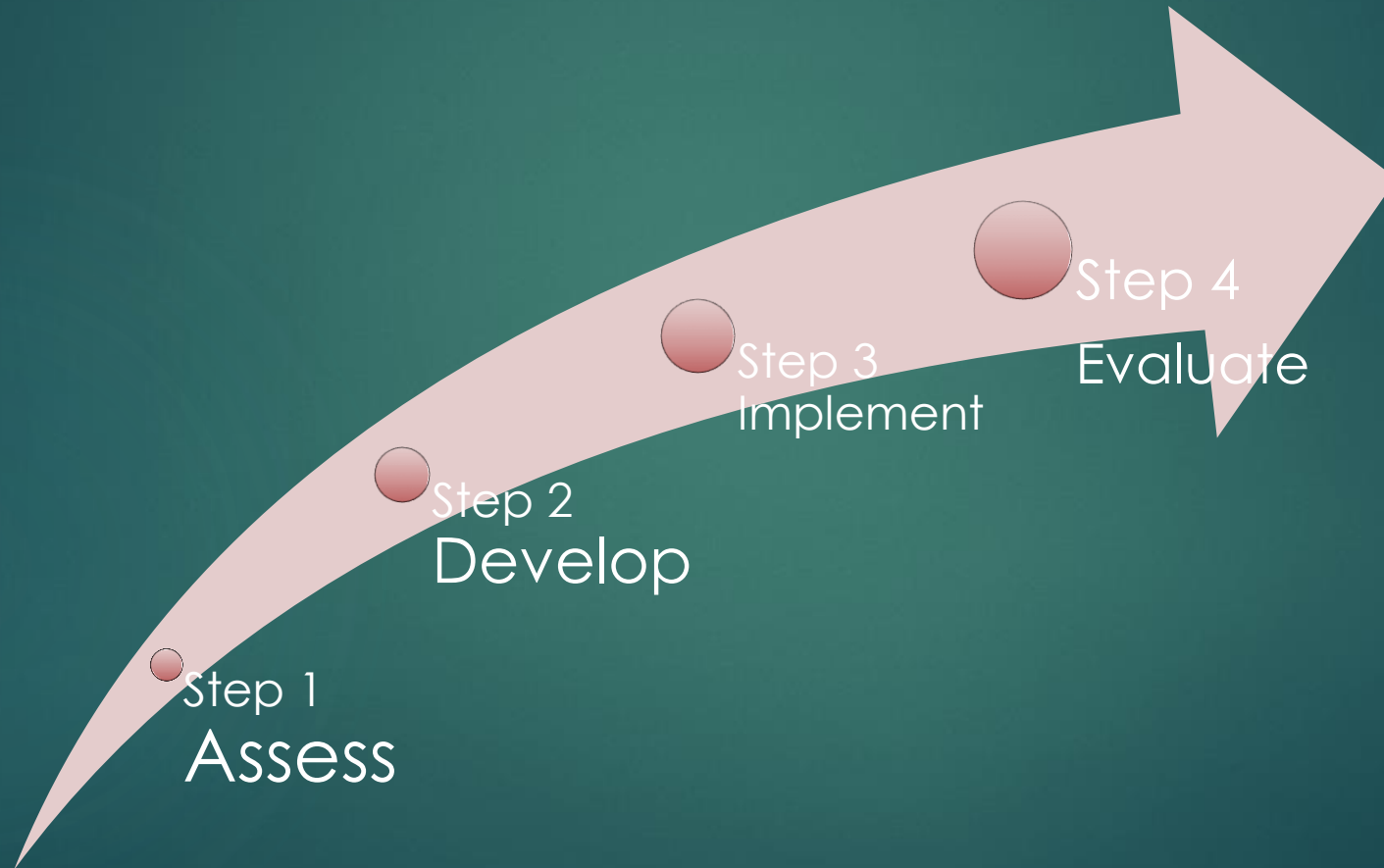
Creating Risk Reducing Policies

KEEPING CHURCH SAFE

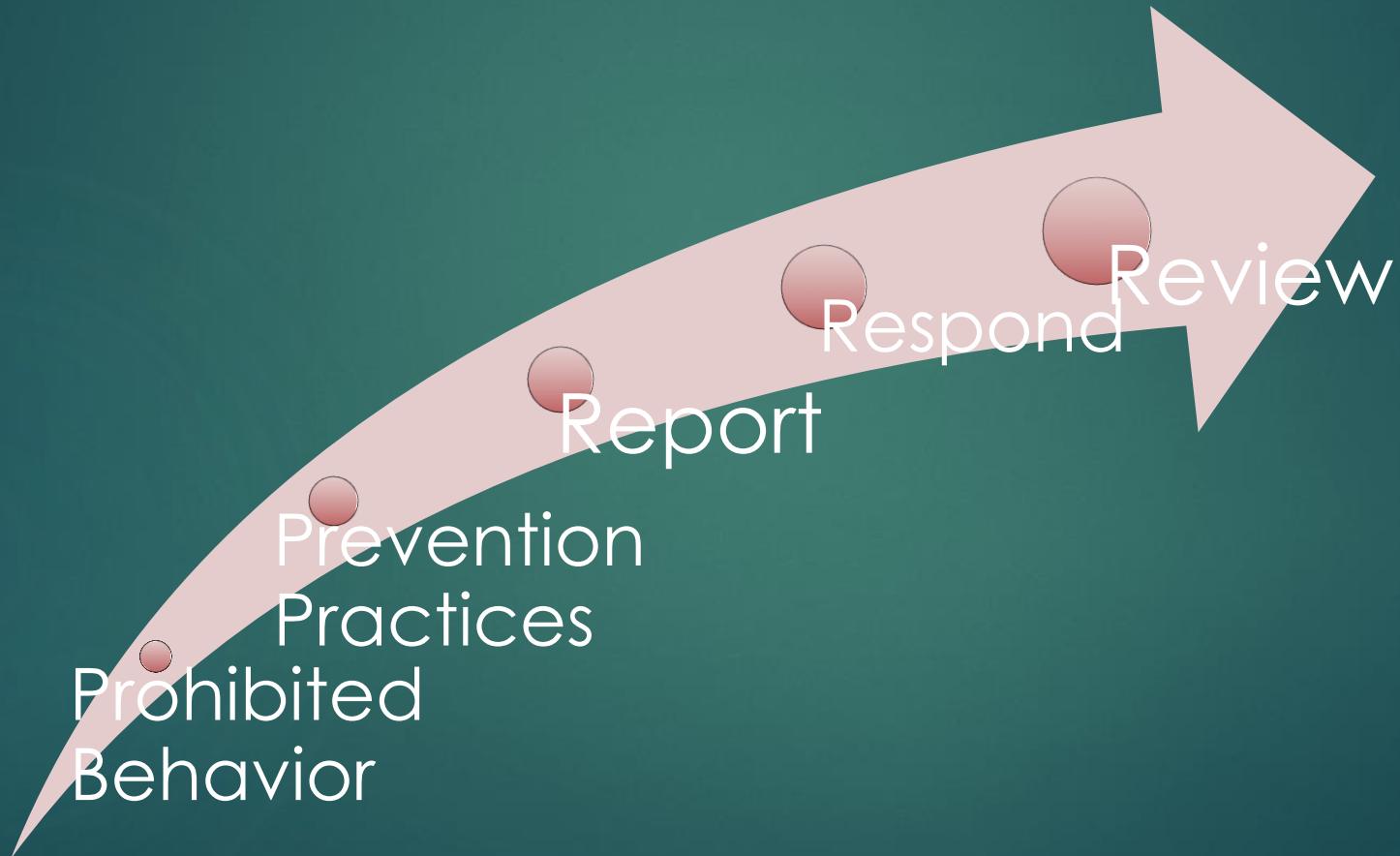
Why Create Child Protection, Harassment, and Sexual Misconduct Policies?

- ▶ Reflect God's care of the least within church community
- ▶ Reduce Risk
- ▶ Required under PCUSA Constitution

Creating Risk Reduction Policies



Risk Reduction Policies





Assess

NEEDS, RESOURCES AND PERSONS WHO
SHOULD BE INVOLVED IN DEVELOPMENT
AND IMPLEMENTATION

Book of Order Required Risk Reducing Policies

G-3.0106

ALL COUNCILS SHALL ADOPT AND IMPLEMENT THE FOLLOWING POLICIES:

- **A SEXUAL MISCONDUCT POLICY,**
- **A HARASSMENT POLICY,**
- **A CHILD AND YOUTH PROTECTION POLICY, AND**
- **AN ANTIRACISM POLICY.**

EACH COUNCIL'S POLICY SHALL INCLUDE REQUIREMENTS FOR BOUNDARY TRAINING WHICH INCLUDES THE TOPIC OF SEXUAL MISCONDUCT, AND CHILD SEXUAL ABUSE PREVENTION TRAINING FOR ITS MEMBERS AT LEAST EVERY THIRTY-SIX MONTHS.

Assess

Needs

- ▶ Keep Church and Activities Safe
 - ▶ Ex: Children and youth
 - ▶ Reduce Risk of harm
 - ▶ w/in building
 - ▶ church sponsored activities
 - ▶ Child Care
 - ▶ Sunday School
 - ▶ Day Care
 - ▶ Youth Program
 - ▶ Mixed generational events
 - ▶ Conferences
 - ▶ Driving
 - ▶ Social Media

Resources

- ▶ Biblical and Theological resources
- ▶ Building Needs and resources
- ▶ Personnel Needs and resources
- ▶ Financial Needs and resources
- ▶ Parents, children & youth
- ▶ Leaders, pastors, elders, deacons, Christian educators, pastoral counselors, teachers

Assess



PERSONS who should be at the table in Development of Policy and Procedures

1. Pastors, elders, deacons
2. Christian educators, pastoral counselors, teachers
3. Parents and youth
4. Financial Persons - Trustees



Develop Policies

TO PROTECT CHILDREN AND YOUTH

Develop Policy

- ▶ Prologue: Theological Background
- ▶ Prohibited Practices
- ▶ Prevention Procedures
- ▶ Reporting Procedures
- ▶ Responding Procedures
- ▶ Review: Evaluation Procedures

Theological Background & Prohibited Practices

- ▶ Opening Statement
- ▶ What, Who, Why, How
- ▶ Background Rational
- ▶ Children & Youth are Gift from God
- ▶ Abuse has lasting effect on individual, faith and community
- ▶ PCUSA Constitution – G-3.0106

What is Prohibited & Definitions

▶ Who are Vulnerable?

- ▶ Child
- ▶ Youth
- ▶ Minor
- ▶ Child/Youth Worker
- ▶ Vulnerable Adult

▶ Prohibited Behavior

- ▶ Child Abuse
- ▶ Sexual Abuse/Misconduct
- ▶ Misuse of Technology
- ▶ Vulnerable Adult Abuse
- ▶ Harassment

▶ Church Terminology

- ▶ Pastor, elder, Session, Committees

▶ Church Teams and Responsibilities

- ▶ Safe Child Response Team
- ▶ Safe Child Training Team

Prevention Procedures

▶ Leadership

- ▶ References
- ▶ Background Checks
- ▶ Training/Education
- ▶ Certified in first aid & CPR
- ▶ Signed forms
- ▶ Standards of Ethical Conduct

▶ Physical Space

- ▶ Window or Open door in each room
- ▶ Overnight arrangements, sleeping rooms and restrooms
- ▶ Use of digital devices
- ▶ Transportation

Prevention Practices

- ▶ Ex: Physical Practices to reduce risk of child abuse
 - ▶ Two Adult Rule
 - ▶ Ratios: Adult to Child
 - ▶ Activity limitations
 - ▶ Code of Expected Conduct
 - ▶ Code of Prohibited Conduct
- ▶ Church Sponsored Events for Children and Youth
- ▶ Church sponsored Events for all generations
- ▶ Educational Training
- ▶ Written practices and signatures

Prevention Practices

- ▶ Training, Education and Conversations with
 - ▶ Leaders,
 - ▶ Employees
 - ▶ Volunteers
 - ▶ members,
 - ▶ people who are vulnerable

Reporting Procedures

- ▶ STATE LAW
- ▶ Book of Order Requirements – G-4.0301 and G-4.0302 Confidentiality and Mandatory Reporting
- ▶ Internal Congregational Procedures
- ▶ Insurance Requirements

Responding Procedures

- ▶ Safe Child Response Team
- ▶ Session
- ▶ Church Discipline
- ▶ Personnel Committee
- ▶ Child/Youth Christian Education Committee

Evaluating Risk Practices



- ▶ Annual Evaluation of required Practices and Procedures
- ▶ Annual Evaluation of Required Training and Education

Additional Sections

- ▶ Specific Prohibited Behaviors
- ▶ Transportation Procedures
- ▶ Social Media and Photography limitations
- ▶ Use of Artificial Intelligence
- ▶ Forms for Signatures and agreement

Evaluate

- ▶ Practical Procedures
- ▶ Written Policies
- ▶ Leadership requirements
- ▶ Training

Resources

- ▶ Insurance Board
 - ▶ Safe Conduct Workbench
 - ▶ [www.insuranceboard.org/safetyresources/Safeconduct Workbench](http://www.insuranceboard.org/safetyresources/SafeconductWorkbench)
 - ▶ 1-866-607-SAFE (7233)

Resources

- ▶ PCUSA
- ▶ Creating Safe Ministries
- ▶ www.presbyterianmission.org/legal-resources/creating-safe-ministries
 - ▶ www.pcusa.org search for sexual misconduct
 - ▶ Flor Velez-Diaz : 502-569-5434
 - ▶ Laurie Griffith : 502-569-5432

Resources

- ▶ Resources for Abuse issues
 - ▶ Index.pcusa.org Annotated Book of Order
 - ▶ www.presbyterianmission.org/legal-resources/creating-safe-ministries/
 - ▶ Trauma informed Healing Resources: Presbyterian Disaster Assistance
 - ▶ **GA Standards of Ethical Conduct :**
<https://www.pcusa.org/resource/standards-ethical-conduct/>

Question #1

- ▶ There are definitions of Sexual Abuse within the Book of Order and most councils have definitions of Child Abuse and of Sexual Misconduct, but now there is a requirement that each council have a Harassment Policy to prevent Harassment in their council. There is no definition of Harassment within the church at the moment...
- ▶ 1. How would you define harassment?
 - ▶ What kinds of behavior could be considered non-sexual harassment?

Question #2

- ▶ With the list of behaviors you created from Question #1,
- ▶ What questions do you need to ask to move forward so that there will be a useable and effective plan/procedure/policy to reduce the risk of harm from harassment in your community?

Question #3, 4 & 5

- ▶ Who should be at the table when creating the Anti Harassment policy?
- ▶ What types of education would be helpful to help reduce the risk of harassment in the congregation or in your mid-council?
- ▶ Some councils are creating and implementing a Standards of Ethical Conduct based upon the one created by the General Assembly as a prevention practice for the anti-harassment policy. <https://www.pcusa.org/resource/standards-ethical-conduct/>
 - ▶ What would a Standards of Ethical Conduct look like in your ministry context?