

Reporting Policy Violations

Follow these steps when reporting a violation.

1. The first person to learn of misconduct toward a child during a church activity (either a person witnessing or told about the incident, or the victim) will immediately report the incident to the pastor or a session member.
2. The pastor (or session member) will immediately report the incident to the session. The session will investigate the incident and decide if it is frivolous or non-frivolous, and will seek professional advice if needed.
3. The Clerk of Session, with the authority of the session, will report the non-frivolous incident to civil authorities and to the Presbytery.

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All involved with the report or investigation must keep all information in strictest confidence.

Misconduct is grounds for dismissal of a teacher or childcare provider.

## About this Policy

First Presbyterian Church places a high priority on maintaining a safe environment for children during church activities. The Presbyterian Church Child Protection Policy prohibits physical, mental, or emotional misconduct by staff and volunteers and forbids placing known offenders in leadership positions. This policy protects both children and adults involved in church activities.

I have read and will comply with the policies described in this pamphlet. I have not been arrested or convicted of a crime involving sexual abuse or misconduct as defined in this policy. I give First Presbyterian Church, Hampton, Virginia, permission to conduct a background check, including a criminal record search. If I have ever filed a lawsuit, the date and reason are attached to this statement.

Signature \_\_\_\_\_

Print name \_\_\_\_\_

Date \_\_\_\_\_

Do you have or have you ever had a communicable disease, such as HIV, Hepatitis, or TB? Yes \_\_\_ No \_\_\_

# First Presbyterian Church

## CHILD PROTECTION POLICY



Tel: (757) 722-0006  
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# Child Protection Policy

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## Implementing the Policy

The Child Protection Policy applies to all children's leaders and childcare providers of First Presbyterian Church, Hampton, Virginia.

The session ensures that the Sunday School superintendent trains all children's teachers and regular weekly childcare providers to follow this policy.

Prospective children's leaders and childcare providers in programs provided by First Presbyterian Church are subject to background checks as well as screening for previous incidents of physical, mental, or emotional misconduct.

All children's leaders or childcare workers who regularly interact with children or youth on a weekly basis must read, sign, and agree with this policy, and affirm that they have not resigned or been terminated from a position of leadership role for misconduct.



## Appropriate Conduct

People involved with children at church activities are responsible for behaving in sexually appropriate ways. Common expressions of affection (hugs), affirmation (pats on the back), support (prayer), and physical caretaking (changing diapers, etc.) are appropriate in our community of caring. However, physical expressions of affection must not be excessive or imposed upon another person.

**Though two adults (non-relatives) per classroom are required in all preschool and nursery situations, two adults are not mandatory in the elementary and teen programs. However, team teaching is the ideal situation for classes of all levels. If a teacher must be alone with a child for a brief time, he/she must provide visual access (open door or door with a window.)**

Children and youth are transported in groups only. An unaccompanied adult will not transport an individual child during a church sponsored activity without the written permission from the child's parent or guardian.

## Conduct that is Prohibited

Any physical, emotional, or mental abuse of a child including, but not limited to, the exploitation of a child, which breaches Christian ethical principles by misusing a trust relationship is never permissible.

The term *child* covers anyone who is less than 18 years of age. Sexual exploitation of a child includes, but is not limited to, any interaction between a child and an adult in which the child is used for the sexual stimulation of the adult. It may or may not involve touching. This conduct by an adult is always considered forced, whether or not the child has consented.

Exploitation of a child, designed to break down the child's inhibitions, may include: sexually demeaning comments, verbal suggestion of sexual activity, comments about sexual behavior, unwelcome or inappropriate physical contact, graphic or degrading sexual comments about an individual's physical appearance, expressed or implied sexual advances or propositions, display of sexually suggestive objects or pictures, and requests for social involvement after the child refuses.