

## General Purpose Statement

Trinity Lutheran Church LLC seeks to provide a safe and secure environment for the children who participate in our programs and activities. By implementing the below practices, our goal is to protect the children of Trinity Lutheran Church LLC from incidents of misconduct or inappropriate behavior while also protecting our staff and volunteers (workers) from false accusations.

## Definitions

For purposes of this policy, the terms “child” or “children” include all persons under the age of eighteen (18) years. The term “worker” includes both paid and unpaid persons who work with children. The term “volunteer” means anyone involved in a day care or school, in overnight activities involving minors, in counseling of minors, or in one-on-one mentoring of minors.

## Section of Workers

All persons who desire to work with the children participating in our programs and activities will be screened. This screening includes the following:

a) Six Month Rule

No person will be considered for any volunteer position involving contact with minors until she/he has been involved with Trinity Lutheran Church LLC for a minimum of six (6) months. This time of interaction between our leadership and the applicant allows for better evaluation and suitability of the applicant for working with children.

b) Criminal Background Check

A state criminal background check is required for all employees (regardless of position) and “volunteers” as defined above.

Before a background check is run, prospective volunteers/workers will be asked to sign an authorization form allowing the church to run the check. If prospective volunteers/workers know their employer has run a background check, they will be asked to submit a copy of the check. If said individual volunteer/worker declines to sign the authorization form s/he will be unable to work with children.

A disqualifying offense that will keep an individual from working with children will be determined by Trinity Lutheran Church LLC Council Leadership on a case-by-case basis in light of all the surrounding circumstances. Generally, convictions for an offense involving children and/or for offenses involving violence, dishonesty, illegal substances, indecency and any conduct contrary to our mission will preclude someone from being permitted to work with children. Failure to disclose a criminal conviction on the application form will also be a disqualifying event.

The background check authorization form and results will be maintained in confidence on file at the Trinity Lutheran Church LLC.

## **Two Adult Rule**

It is our goal that a minimum of two unrelated adult workers will be in attendance at all times when children are being supervised during our programs and activities. Some youth classes may have only one adult teacher in attendance during the class session; in these instances, doors to the classroom should remain open and there should be no fewer than three students with the adult teacher. We do not allow minors to be alone with one adult on our premises or in any sponsored activity unless in a counseling situation.

## **Responding to Allegations of Child Abuse**

For purposes of the policy, “child abuse” is any action (or lack of action) that endangers or harms a child’s physical, psychological or emotional health and development. Child abuse occurs in different ways and includes the following:

- Physical abuse – any physical injury to a child that is not accidental, such as beating, shaking, burns, and biting.
- Emotional abuse – emotional injury when the child is not nurtured or provided with love and security, such as an environment of constant criticism, belittling and persistent teasing.
- Sexual abuse – any sexual activity between a child and an adult or between a child and another child at least four years older than the victim, including activities such as fondling, exhibitionism, intercourse, incest, and pornography.
- Neglect – depriving a child of his or her essential needs, such as adequate food, water, shelter, and medical care.

Childcare workers may have the opportunity to become aware of abuse or neglect of the children under our care. In the event that an individual involved in the care of children at this Trinity Lutheran Church LLC becomes aware of suspected abuse or neglect of a child under his/her care, this should be reported immediately to the Trinity Lutheran Church LLC Council President/Pastor or Executive Leadership for further action, including reporting to authorities as may be mandated by state law.

In the event that an incident of abuse or neglect is alleged to have occurred at the Trinity Lutheran Church LLC or during our sponsored program activities, the following procedure shall be followed:

1. The parent or guardian of the child will be notified.
2. The volunteer/worker or church member alleged to be the perpetrator of the abuse or misconduct will immediately be placed on leave pending an investigation and instructed to remain away from the premises during the investigation. He or she should be instructed to have no contact with the victim or with witnesses.
3. All allegations of abuse should be reported to the civil authorities, and the organization will comply with the state’s requirements regarding mandatory reporting of abuse as the law then exists. The organization will fully cooperate with the investigation of the incident by civil authorities.
4. The insurance company will be notified, and the organization will complete an incident report. Any documents received relating to the incident and/or allegations will immediately be forwarded to the insurance company.

5. The organization will designate a spokesperson to the media concerning incidents of abuse or neglect. The advice of legal counsel will be sought before responding to media inquiries or releasing information about the situation to the congregation. All other representatives of the organization should refrain from speaking to the media.
6. A pastoral visit will be arranged for those who desire it. This should be for the purpose of providing pastoral support during the time of crisis and not for the purpose of investigation of the incident or influencing investigation.
7. Any person who is not found innocent of the alleged abuse or misconduct will be removed from their position working with children or youth.

### **Additional Provisions Regarding Child Protection**

#### **Open Door Policy**

Classroom doors should remain open unless there is a window in the door or a side window beside it. Doors should never be locked while persons are inside the room.

#### **Teenage Workers**

We recognize that there may be times when it is necessary or desirable for babysitters (paid or volunteer) who are themselves under age 18 to assist in caring for children during programs or activities. The following guidelines apply to teenage workers:

- Must be at least age 14
- Must be screened as specified above
- Must be under the supervision of an adult and must never be left alone with children

#### **Check-in/Check-out Procedure**

For Vacation Bible School, as an example; the child will be signed in by a parent or guardian, and on that same form, the parent or guardian will write down who will pick up the child at the end of the session. Similarly, a parent or guardian must sign out the child from our care. In the event that a parent or guardian is present who is not listed on the form at “check-out” the child will NOT be released and the VBS or Child Care Leader will be contacted. Only the Child Care leader will be responsible for releasing the child to the care of a parent or guardian after discussing the surrounding circumstances with the parent or guardian.

#### **Sick Child Policy**

It is our desire to provide a healthy and safe environment for all of the children at Trinity Lutheran Church LLC. Parents are encouraged to be considerate of other children when deciding whether to place a child under our care. In general, children with the following symptoms should NOT be dropped off.

- Fever, diarrhea, or vomiting with the last 48 hours;
- Green or yellow runny nose;
- Eye or skin infections; and/or
- Other Symptoms of communicable or infectious disease.

Children who are observed by our workers to be ill will be separated from other children and the parent or guardian will be contacted to request that the child be picked up for the day.

## **Medications Policy**

It is the policy of Trinity Lutheran Church LLC not to administer either prescription or non-prescription medications to the children under our care. Medications should be administered by a parent at home. Parents are reminded of our sick child policy.

Exceptions to the medications policy may be granted to parents of children with potentially life-threatening conditions (such as asthma or severe allergic reactions). Parents of such children should address their situation with Childcare leader/Pastor/Sunday School Teacher or Mission Trip advisor to develop a plan of action.

## **Discipline Policy**

It is the policy of Trinity Lutheran Church LLC not to administer corporal punishment, even if parents have suggested or given permission for it. There should be no spanking, grabbing, hitting, or other physical discipline or children. Workers should consult with Pastor or Trinity Lutheran Church LLC Council Leadership if assistance is needed with disciplinary issues.

## **Restroom Guidelines**

Children five years of age and younger should use a classroom bathroom if one is available. If a classroom bathroom is not available, workers should escort a group of children to the hallway bathroom. They should always go in a group, never taking a child to the bathroom alone. The workers should check the bathroom first to make sure that it is empty, and then allow the children inside. The workers should then remain outside the bathroom door and escort the children back to the classroom. If a child is taking longer than seems necessary, the worker should open the bathroom door and call the child's name. If the child requires assistance, the workers should prop open the bathroom door, and leave the stall door open as they assist the child.

For children over the age of five, at least one adult male should take boys to the restroom and at least one adult female should take girls. The worker should check the bathroom first to make sure that the bathroom is empty, and then allow the children inside. The worker should then remain outside the bathroom door and escort the children back to the classroom.

For the protection of all, workers should *never* be alone with a child in a bathroom with the door closed and never be in a closed bathroom stall with a child. Parents are strongly encouraged to have their children visit the bathroom prior to each class.

## **Accidental Injuries to Children**

In the event that a child or youth is injured while under our care, the following steps should be followed:

1. For minor injuries, scrapes, and bruises, workers will provide First Aid (Band Aids, etc.) as appropriate and will notify the child's parent or guardian of the injury at the time the child is picked up from our care.

2. For injuries requiring medical treatment beyond simple First Aid, the parent and/or guardian will immediately be summoned in addition to the worker's supervisor. If warranted by circumstances, an ambulance will be called.
3. Once the child has received appropriate medical attention, an incident report will be completed in the case of injuries requiring treatment by a medical professional.

## Training

Trinity Lutheran Church LLC will provide training on this child protection policy to all new childcare workers and will strive to provide opportunities for additional training classes or events on an annual basis. All workers are strongly encouraged to attend these training events.

Approval

Trinity Lutheran Church LLC Council President

\_\_\_\_\_ Steve Clay \_\_\_\_\_ Date 5/10/2021

Trinity Lutheran Church LLC Education Board Chair

\_\_\_\_\_ Sarah Gothblad \_\_\_\_\_ Date 5/10/2021