

Southeast Baptist Church and
Southeast Sports Outreach

Child Protection Policy

Southeast Baptist Church
5011 Liberty Road
Greensboro, NC 27406

Revised February 14, 2018

Qualifications of Leadership

Possibly the most difficult, but most important aspect of protecting children is in the area of leadership. It is both a legal and moral obligation of our church to ensure that children are entrusted to the care of qualified adults. Safeguarding this obligation requires a system of initial screening, clear responsibilities, on-going training, and adequate staffing.

Our church has developed a screening program aimed at preventing individuals who have a history or intent to abuse and/or harm children from being placed in a position where they have access to children.

It is Southeast Baptist Church's and Southeast Sport Outreach's practice to use non-related adults in teams to provide care in any ministry or program that involves children. Our policy is to avoid at all times having only one adult in a room with a child for the protection of the child as well as the adult. Likewise, Southeast Baptist Church and Southeast Sports Outreach will not place anyone under the age of 18 years old as the leader or primary caregiver in charge of any child[ren]. Helpers under the age of 18 will be allowed, but only under the watch care of an approved adult. In any case, Southeast Baptist Church and Southeast Sports Outreach will engage in a detailed inquiry of the qualifications and fitness of any individual seeking to work with children in any of the Church's programs.

These steps will be followed in a screening process for volunteer leadership:

We will:

- Use a written application form and a release form authorizing permission to conduct reference, background, and criminal checks. All workers will complete the "Confidential Volunteer Application Form" and agree to the "Southeast Baptist Church/Southeast Sports Outreach Code of Conduct."
- Check References: These may be community members who have had the opportunity to observe the potential leader.
- Reserve the right to terminate a Volunteer's access to children at any time.

*This document was created for insurance purposes
ensuring that Southeast Baptist Church
is taking necessary precautions on an as needed basis.*

Reporting Child Abuse or Neglect in North Carolina

Our goal is to provide the safest place for your child to receive love, care, and age-appropriate biblical instruction. Even with all of the guidelines in place, there could be a problem that would require reporting and resolution. We will follow the following procedures for reporting a problem.

N.C. General Statute §7B-301 States:

“Any person or institution who has cause to believe that any juvenile is abused, neglected, or dependent, or has died as the result of maltreatment, shall report the case of that juvenile to the director of the Department of Social Services in the county where the juvenile resides or is found. The report may be made orally, by phone, or in writing.

North Carolina law requires any persons who suspect child abuse or neglect to report the case to the County Department of Social Services. Reports can be made anonymously. A person cannot be held liable for a report made in good faith.

Abuse occurs when a parent or caregiver injures or allows another to injure a child physically or emotionally. Abuse may also occur when a parent or caregiver puts a child at risk of serious injury or allows another to put a child at risk of serious injury.

In the event that child abuse or neglect is suspected, individuals should take the following immediate actions:

- Secure the safety of the child.
- Notify the parents or legal guardians if they are not the suspected perpetrators(s).
- Notify appropriate Church leadership and the Department of Social Services.*
- Document all actions taken to handle the incident.

*You may also contact 911.

In sum, if you suspect abuse of any kind, you have a legal obligation to make a report. Guilford County Department of Social Services can be reached at (336) 641-3795.

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Confidential Volunteer Application Form

Name: _____ DOB: _____
Address: _____
City: _____ State: _____ Zip Code: _____
Day Phone: _____ Evening Phone: _____
Occupation: _____

Background Information

1. Have you ever been charged, convicted of, or pled guilty to a crime (other than a minor traffic offense)? _____ Yes _____ No.

If yes, please explain:

(A "yes" answer to a crime involving minors will automatically disqualify you from a position working with minors)

WE WILL REVIEW SEX OFFENDER REGISTRIES PRIOR TO VOLUNTEER APPROVAL

2. In the past five years, have you used or had any problem with alcohol or controlled substances? _____ Yes _____ No.

If yes, please explain:

Prior Experience Working with Minors

Please list any experience(s) you have working with minors; where applicable, please list individuals who would have served as a supervisor of your work:

Please List Two Character References:

Reference 1: _____ Phone Number: _____
Email: _____

Reference 2: _____ Phone Number: _____
Email: _____

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Applicant's Statement

The information contained in this application is correct to the best of my knowledge. I authorize churches and information listed to provide information they may have regarding my character and fitness for working with children. I authorize Southeast Baptist Church to conduct a background and criminal records check.

Further, I authorize any law enforcement agency to provide information they may have regarding any criminal record I may have. I release Southeast Baptist Church and all such references from any liability for furnishing or receiving such evaluations, provided they do so in good faith without malice. I waive any right to inspect references provided on my behalf.

I agree to be bound by the by-laws and policies of this church; and to refrain from unscriptural conduct in the performance of my services on behalf of Southeast Baptist. **I have carefully read the foregoing release and know the content thereof and I sign this release as my own free act.** This is a legally binding agreement, which I have read and understand.

Applicant's Signature: _____ Date: _____

Director's Signature: _____ Date: _____

SOUTHEAST BAPTIST CHURCH CODE OF CONDUCT

1. To protect Southeast Baptist Church and Southeast Sports Outreach staff, volunteers, and program participants, at no time during a Southeast Baptist Church or Southeast Sports Outreach program may a staff person or volunteer be alone with a single child where the staff person or volunteer cannot be observed by others.
2. Staff and/or volunteers shall never leave a child unsupervised.
3. Staff and/or volunteers shall not abuse children or use corporal punishment of any kind. This includes physical abuse, verbal abuse, sexual abuse, mental abuse, or neglect. Any type of abuse will not be tolerated and is cause for dismissal. Any abuse will be reported to Law Enforcement.
4. Staff and volunteers will use appropriate touch including pats on the back or shoulder, side hugs, handshakes, and high fives. Staff and volunteers will refrain from full frontal hugging, touching of personal areas, or patting of the buttocks.
5. Staff and volunteers will use positive techniques of guidance, including redirection, positive reinforcement, and encouragement rather than competition, comparison, and criticism.
6. Staff and volunteers will not give gifts of special favors to individual children, or show preferential treatment to a child or group of children to the exclusion of others.
7. Staff and volunteers will respond to children with respect and consideration and treat all children equally regardless of gender, race, religious, sexual identity, or culture.
8. Using, possessing, or being under the influence of alcohol or illegal drugs during a Southeast Baptist Church and/or Southeast Sports Outreach event is prohibited.
9. Smoking or use of tobacco in the presence of children or parents during a Southeast Baptist Church and/or Southeast Sports Outreach event is prohibited.
10. Profanity, inappropriate jokes, sharing intimate details of one's personal life, and any kind of harassment is prohibited.
11. Under no circumstance should staff and/or volunteers release children to anyone other than the authorized parent, guardian, or other adult authorized by the parent or guardian (written parent authorization must be on file with Southeast Baptist Church and/or Southeast Sports Outreach).
12. Staff and volunteers are required to report any suspicion of child abuse to the proper authorities and are required to read and sign all policies relating to identifying, documenting, and reporting child abuse.

I understand that any violation of this Code of Conduct may result in termination.

Employee/Volunteer Signature and Date

Director Signature and Date

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