



CHILD PROTECTION POLICY FISHERS UNITED METHODIST CHURCH

1. All adults and youth employed and volunteer, who work with minors must be screened prior to beginning work. All persons who work with minors must undergo a Screening Process.
2. Adults who have been convicted of either sexual or physical abuse or those who have a history of inappropriate conduct will not be employed and shall not volunteer service in any church sponsored activity or program for minors.
3. Adult survivors of childhood sexual or physical abuse need and will receive the love and acceptance of our church family.
4. For employees and volunteers who work with children and youth the two adult rule or the open-door policy will be **MANDATORY at ALL times**. The two-adult rule requires that employees and volunteers and supervisors shall make every reasonable effort to avoid situations where an employed or volunteer worker is alone with children or youth without a partner. The open door policy requires the door be open at all times.
5. Our guidelines and procedures for reporting suspected incidents of abuse or any behavior which seems abusive or inappropriate are labeled Appendix B. These guidelines and procedures are intended to be in accord with IC31-6-11-3 and IC31-6-11-4. Where they might differ, the IC statutes shall take precedence.
6. Our guidelines and procedures for responding to reported incidents of abuse are labeled Appendix C.
8. All volunteers who wish to work with children or youth must have a church member, active constituent, or staff employee present at all times.
9. Grandparenting can only occur for persons who were members before the policy is implemented and must be approved by the Staff/Parish Committee.
10. Volunteers will review the policy each year and sign off that they have done so.