

Brandts Church of the Brethren Risk Management Policy

I. Worker Screening- Volunteer and paid staff

- A. Applications for Pennsylvania State Police background records are to be submitted by all children's and youth workers. Brandts Church will pay the expense.
- B. Brandts Church reserves the right to contact references.
- C. Interviews with the Pastor, Children's and Youth Ministry Directors, and Christian Education Chair or team members may be required.
- D. Membership for a minimum of six months is required in addition to weekly attendance for all staff.

*No one with a past record of abuse or crimes against children and youth will ever be permitted to serve in a children's or youth ministry.

II. Worker Supervision for all staff

- A. Parental permission is required for all youth and children to participate in activities of the church involving our staff.
- B. Adequate staff for all activities will be provided.
- C. The two-adult-rule will be in place at all times: an adult is never alone with a child or youth.
- D. All rooms in our facility will have windows in the doors, or doors will remain open when children and workers are in the classrooms.
- E. All adult workers are required to abide by and enforce the guidelines of this Risk Management Policy.
- F. Risk Management training prior to any worker serving in a program of the church is required

III. Reporting process for suspected abuse

- A. Any staff suspecting the abuse of a child or youth should speak to church authorities in confidence immediately.
- B. Church and staff are to follow the State Child Abuse Reporting Law.
- C. Do not speak to an alleged abuser about any accusations.
- D. Parents will be notified by church authorities.

- IV. Response to abuse
- A. Be sensitive to the child and their family.
 - B. Treat all accusations as serious and legitimate.
 - C. Church leadership and professional assistance will be notified immediately.
 - D. Workers are not to discuss their knowledge of any situation with others or publicly
 - E. A victim of abuse will still be able to participate in the life of the church
 - F. An alleged abuser will be notified by church leadership and/or authorities in a timely manner.
 - G. An alleged abuser and other witnesses are required to submit documentation about an incident immediately.
 - H. The church will provide the victim with a list of professional counselors as needed.
 - I. By constitutional law, the victim has the right to seek legal retribution from the alleged abuser.
 - J. Since Brandts Church of the Brethren implemented and strongly enforces this Risk Management Policy, it cannot be held liable to a victim or an alleged abuser. Parental consent is given in writing acknowledging and affirming this policy.