

SCREENING

Ministry Partners at Fifth have completed a written application and received a criminal background check.

DEFINITIONS OF ABUSE

Emotional Abuse: Attempting to control a child's life through words, threats, and fear; destroying a child's self worth through harassment, threats, and deprivation, which reinforce a sense of helplessness and dependence on the abuser.

Physical Abuse: Any intentional means of inflicting injury on another person whether a one time event or chronic pattern. Physical abuse may occur regardless of whether there is a cut, wound, mark, or bruise.

Physical Neglect: Not doing what one is supposed to be doing to meet the physical needs of someone in his or her care, which interferes with or prevents a child's normal development.

Sexual Abuse: Sexual exploration or forced sexual intimacy with a person regardless of age or circumstance, which may or may not include physical contact.

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Fifth Reformed Church

Child and Student Protection Policy



*Maintaining a safe place for
children to grow in faith*



INTRODUCTION

Welcome to Fifth Reformed Church!

We count it a privilege to come alongside you in nurturing and developing your child's faith, and believe that safety is a top priority in this process of spiritual formation.

This brochure explains our Child and Student Protection Policy. Any observed violations of this Policy must be reported to the Nursery Coordinator, Children's Ministries Director or the Student Ministries Director, ensuring that Fifth is a safe place for faith to grow in our children and youth. It is expected that all ministry partners working with child and student ministries will fully abide by this Policy.

The following is a set of guidelines which seeks to ensure a safe environment. Through background checks on ministry partners, appropriate supervision, and ongoing training for staff and ministry partners, we hope to maintain a safe place for your children.

NURSERY WORKERS

1. All Nursery Workers submit to background checks and participate in child protection training when offered.
2. The "accountability" window of every classroom door is kept uncovered.
3. Only women diaper children.
4. Except in an emergency, only women take children to the bathroom.
5. A minimum of 2 people — at least one adult (age 18 and up) and one teenager (age 13-17) not related to one other — will be present in the nurseries when children are present during church-sponsored programs.
6. As a matter of policy, Fifth Reformed Church does not condone any use of corporal punishment.



CHILD & STUDENT WORKERS

1. All Child & Student Workers submit to background checks and participate in child protection training when offered.
2. The "accountability" window of every classroom door is kept uncovered.
3. Only adults (18 years of age) take children to the bathroom.
4. On overnight outings, at least 2 adults of the same sex as the children will be present.
5. As a rule, workers are forbidden to be alone with a child in a car, windowless room, home, etc.
6. Children infant to 4th grade, are to be dropped off in a timely manner, and picked up by the parent or adult teen responsible for them.
7. All activities will have at least 2 adult workers present. In the event that 2 workers are not available, a parent or member of consistory may be asked to substitute. *Under supervised activities will be canceled.*