

## **YOUTH PROTECTION AND SEXUAL HARASSMENT & MISCONDUCT POLICIES (POLICIES REVISED BY HUFF'S CHURCH UNION COUNCIL Feb 14, 2011)**

*What is a Youth Protection Policy?* The Church is committed to providing a safe place for our youth. This requires cooperation of supervisors, parents, and youth.

*What is a Sexual Harassment & Misconduct Policy?* Sexual harassment and misconduct refers to behavior not welcome and is offensive to the recipient including unwelcome physical contact, sexual advances or gestures, sexually-oriented humor, providing pornographic media to minors, assaults, molestation, and any actions covered by law. The Church will not tolerate actions of this type.

*Policies apply to clergy, staff, volunteers, and participants at Church sponsored events. Please read highlights below. Complete copies of the policies available at Church office.*

### **HIGHLIGHTS OF YOUTH PROTECTION, AND SEXUAL HARASSMENT & MISCONDUCT POLICIES**

Youth are individuals under 18 years of age. When a parent/guardian is present, they have the primary responsibility for their youth.

Everyone involved with youth shall comply with Pennsylvania Child Protection laws and regulations as well as provide any applications, certifications, and other documentation requested. Also each shall comply with the Sexual Harassment and Misconduct Policy of the Church.

The goal is to have at least 2 adults in each room with youth. If this is not possible, there shall be at least one adult in each room and additionally a roving adult.

Supervision will be provided in the meeting area 5 minutes before and 15 minutes after meeting time. Parents are responsible for youth arriving and being picked up in the meeting area during this time. The Church cannot provide supervision outside of the meeting area or chaperone youth to or from the parking lot.

All youth remain with the supervisors until parents or authorized adults pick them up unless the parent makes other arrangements with the supervisor. Supervisors may ask for identification of the person picking up youth. If a visitor or sibling under 18 is staying at the Church but not participating in the activity, they shall stay in the same room as the supervised meeting.

Parents complete a registration form with emergency contact, health information, and other adults authorized to act on their behalf or pickup their youth

Activities away from the Church and overnight activities have increased supervision. A Consent form must be completed before youth can participate in the event.

Drivers must be at least 21 years old. Supervisors will not drive youth home unless given permission from parents or in the event of an emergency.

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If for any reason the required supervision, qualified drivers, or other requirements of Church policy cannot be complied with, the activity will be cancelled and parents will be called by the supervisor to notify them of the cancellation.

Youth shall respect adults, each other, and church property. Parents or guardians may be asked to stay for activity to ensure youth cooperate with supervisors. Consistent inappropriate behavior may result in parents asked to pick up the youth.

Anyone who believes they have experienced or witnessed sexual harassment or other type of misconduct should report it immediately to the senior pastor and/or the President of the Union Council.

*(September 2016)*