

Faith Lutheran Church Promotes a “Safe Place” policy for all persons using our facility.

Faith Lutheran Church seeks to provide a Christian environment where minors and adults will be safe from physical and sexual abuse and will feel safe, secure and valued.

Groups or organizations not affiliated with Faith Lutheran Church, but using our facilities are expected to adhere to our Safe Place policy.

Policy to prevent abuse of children:

Appropriate Behaviors:

Adult caretakers are to be models of Christ’s love as they relate to minors. Everyone is a child of God and should be treated with care and respect. The following are appropriate behaviors for adults to use in relating to minors when working or volunteering for the church.

- A. Listen to children and show interest in what they have to say.
- B. Pray that our children may grow in faith in God and respect for each other.
- C. Be fair and consistent.
- D. Have a sense of humor, be flexible and giving, enjoy the children; smile often.
- E. Focus on positive behaviors and praise the child for that behavior.
- F. Set clear limits that can be managed by the adults and understood by the children.
- G. Use appropriate, positive steps when discipline is needed and focus on the behavior, not the child.

Prohibited behavior:

- A. Corporal punishment – use of physical force to discipline a child
- B. Physical Abuse – any physical injury inflicted by an adult on a child by other than accidental means
- C. Inappropriate touching
- D. Sexual abuse
- E. Sexual exploitation

Creating a Safe Environment: (Supervisory Roles)

Two Adult Rule:

There will always be a minimum of two adults present (21 or older) when caring for, supervising or hosting children or youth events under the auspices of Faith Lutheran Church. This includes activities on or off church property.

For example: In the nursery, one adult and a youth volunteer may be in the nursery, another adult should be on the premises.

Open Door Policy:

If classroom doors do not have windows, door should be left slightly open.

Family Protection:

It is recommended that immediate family members do not work exclusively at the same event, however, if they choose to work together, it is advisable that a third, unrelated volunteer be present at the location or event.

Teacher Student Ratios:

Recommended ratios are as follows:

One caregiver for every three infants

One caregiver for every four toddlers or preschoolers

One caregiver for every eight to ten elementary-age children

Volunteer Age:

The use of adult volunteers is recommended, however volunteers twelve and older may assist with childcare under supervision of an adult.

Supervision:

Supervisory staff should be in place to oversee the following:

Checking the classrooms to ensure the room is properly staffed and functioning well.

Monitoring hallways and exits to ensure that everyone is where they belong.

Assisting visitors and newcomers in finding appropriate locations

Ensuring that suspicious individuals are properly approached and monitored