



# WAYSIDE FRIENDS CHURCH

## BASIC ABUSE PREVENTION POLICY

As a caring community, we will take appropriate and reasonable steps to protect our members from harm. Wayside requires a criminal background check and approved abuse prevention training for all primary leaders. Policies are reviewed annually by Wayside Friends Church (WFC) Elders.

### TRAINING AND EDUCATION

WFC leaders, Employees, and Volunteer Workers who work in any capacity (directly or indirectly) with children or persons with disabilities, shall consent to a criminal background check, receive Ministry Safe training, and agree to the implementation of the Protection and Prevention Policy.

### RESTRICTIONS

WFC will run background checks on all people who apply to serve in volunteer or paid positions working with minors or adults with disabilities.

1. Any person who may pose a threat to minors or adults with disabilities will be prohibited from working in any ministry, program or event with minors or disabled adults.

This includes:

- a) A person who has a founded report of abuse against another person of any age, or
- b) is a registered sex offender, or
- c) has a criminal record which includes any crime of violence, or
- d) is under investigation for any misdemeanor or crime

Persons who pose a threat in any of these manners are NOT eligible for any type of volunteer or paid work with minors or adults with disabilities.

If there is a previous conviction for another crime not including abuse against another person or crime of violence, there must be a lapse of at least one year from the time of conviction before serving with children, youth or disabled adults.

2. All volunteer candidates must be involved with WFC for at least six (6) months before they will be considered for ministry to/with children, youth or adults with disabilities. Exceptions might be made for people who are well-known, for people with special expertise, or on a case-by-case basis as approved by the Elders, or in compliance with local church policies.

### PHYSICAL CONTACT

Adults working with minors or adults with disabilities must use only appropriate physical contact at all times. Appropriate touching may, depending on the circumstances, location, and presence (or absence) of other Authorized Persons includes handshakes, "high-fives", shoulder hugs, etc. Appropriate touching takes into account the situation and location. For example, a hug may be appropriate in a public place, but not in a private location in the church. Inappropriate touching involves the tickling or touching of private body areas and is NOT permitted in any circumstance.

### DISCIPLINE

Adults working with children, youth or adults with disabilities are never to spank, hit, grab, shake, threaten violence or otherwise physically discipline. Physical restraint should only be used in a situation where it is deemed necessary to prevent harm. Disciplinary problems should be reported to the appropriate coordinator or supervisor and/or parent or guardian.