



## **DIOCESE OF WESTERN NORTH CAROLINA**

### **Policy for the Protection of Children and Youth**

This policy includes the following segments:

- I. Theological and Ethical Foundations
- II. Expectations and Local Implementation
- III. Code of Conduct
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Appendix A—Screening and Training Protocols

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## I. THEOLOGICAL AND ETHICAL FOUNDATIONS

“And the Word became flesh and dwelt among us, full of grace and truth; we have beheld the Word’s glory, glory as of the only Child from God.”

—John 1:14

God expressed the fullness of humanity in Jesus of Nazareth, who we worship as the Word made flesh. To be human is to live with God and the whole of creation in the fullness of freedom and the challenge of responsibility. The pattern of Jesus’s life, death, and resurrection resonates unreservedly with God’s call to perfect freedom and responsibility.

In baptism, God, speaking through the Church, claims us in Christ. We become in Christ the community of God’s final purpose: justice and peace, love, and plenty for the whole creation. This new community lives in Eucharistic fellowship with God and Creation as a sign and instrument of God’s reconciling purpose in the world.

The Church is called to embody and advance God’s mission. Ministry is the vocation of the whole community: laypersons, deacons, priests, and Bishops who together represent Christ and the Church in the world.

The obligation to seek and serve Christ in all persons and to respect the dignity of every human being is binding for all the baptized. The authority with which *leaders*—ordained persons and adults who minister with minors (*children and youth*), and youth in leadership roles—are entrusted creates an inherent power imbalance in the *pastoral relationship*. This power imbalance derives from the leadership role and, in the case of clergy, the symbolic authority of an ordained person. Christian leadership is intended to provide occasions for guidance and grace, and its abuse is always and unequivocally wrong.

Ministry involves a necessary tension between a Gospel-based integrity and a Gospel-based intimacy as modeled by the life of Christ. A rigid adherence to a system of rules leads to an unproductive legalism. Yet, without the framework of the law, the intimate relationships into which Christ calls us are at risk of distortion and harm. All the people of God are called to minister attentively within this tension. These model policies are intended to provide a pattern for attentive practice of ministry.

This document is a statement for the Episcopal Diocese of Western North Carolina, setting forth expectations for its leaders in their relationships with children and youth. The purpose of these model policies is to foster the highest standards of behavior in ministry settings. The document includes the following:

- a. “Screening and Training Protocols” (Appendix A), which explains the level of screening and training required before engaging in ministry with children and youth;
- b. a description of requisite training that is specialized and tailored to ministry role and function;
- c. behavioral standards designed to ensure that children and youth and all who engage in ministry with them are treated with dignity and respect in all settings; and
- d. “Recommended Practices and Guidelines for Social Media and Electronic Communications” (Appendix B).

## **II. EXPECTATIONS AND LOCAL IMPLEMENTATION**

These policies set forth statements of general expectations and guidelines of behavior for ordained and lay people in the church when engaged in ministry with children and youth. This policy is mandated for all such activities sponsored by every congregation, institution, organization, school, and agency of the Diocese. The purpose of these policies is to create safe and welcoming space for all children and youth in our communities and those engaged in ministry with children and youth and to prevent sexual abuse.

This policy strives to present best practices for creating such safe space. Circumstances in many localities may make some of these best practices difficult to implement or even unworkable. As a result, a vestry may make additions or revisions in developing parish policy so long as they meet or exceed the requirements of these policies. This requires that clergy and parish leadership understand this policy thoroughly enough to make appropriate judgments about local circumstances. Any such additions or revisions must be submitted in writing for the approval of the Bishop.

Church governing bodies and all leaders should understand these policies and all local requirements thoroughly enough to make appropriate judgments and should consult with the Office of the Bishop when unanticipated situations arise.

No policy can foresee every possible circumstance to which it may be applied. Whenever applicable, questions of civil, criminal, and/or ecclesiastical discipline and employment offenses should be addressed with the relevant authorities immediately. Please contact the Office of the Bishop for consultation and resources if assistance is needed.

## **III. CODE OF CONDUCT**

- Church Personnel agree to do their best to prevent abuse and neglect among children and youth involved in church activities and services.
- Church Personnel agree to not physically, sexually or emotionally abuse or neglect a child or youth.
- Church Personnel agree to comply with the policies for general conduct with children and youth as defined in these Policies for the Protection of Children and Youth from Abuse.
- All Church Personnel agree to comply with the Guidelines for Appropriate Affection with children and youth. In the event that Church Personnel observe any inappropriate behaviors or possible policy violations with children or youth, Church Personnel agree to immediately report their observations.
- All Church Personnel acknowledge their obligation and responsibility to protect children and youth and agree to report known or suspected abuse of children or youth to appropriate church leaders and state authorities in accordance with these policies.
- Church Personnel understand that the church will not tolerate abuse of children and youth and agree to comply in spirit and in action with this position.

## IV. DEFINITIONS

**Adult:** Anyone who is 18 years or older and not in high school.<sup>1</sup>

**Bullying:** Behavior that intimidates, humiliates, offends, degrades, or harms another person, whether verbal, psychological, social, physical, or otherwise.

**Child:** Anyone under the age of 12 years.<sup>1</sup>

**Church Personnel:** All clergy (stipendiary and non-stipendiary) who are engaged in ministry or service to the church; all paid personnel by the Diocese, its congregations, schools or other agencies; those who contract their services to the Diocese, its congregations, schools or other agencies; volunteers who assist in ministry in Diocese, its congregations, schools or other agencies.

**Child Protective Services:** A social services program provided by state and local governments serving children and their families who are in need of assistance. Child Protective Services receive and investigate reports of suspected abuse, neglect, and exploitation.

**Cisgender:** An adjective describing a person whose sense of personal identity and gender corresponds with their gender or sex assigned at birth. This is an evolving term, as our understanding and language around gender identity and sexuality expands and matures.

**Gender Non-binary:** An umbrella term for people who identify their gender as neither male nor female. These people might identify as both (“bigender”), neither (“agender”), a mix between the two (“genderfluid”), or unsure of their gender (“genderqueer”). This is an evolving term, as our understanding and language around gender identity and sexuality expands and matures.

**Intake Officer:** The person(s) designated by each Diocese to receive information regarding an offense for which a member of the clergy may be held accountable under *Title IV of the Constitution and Canons of The Episcopal Church*, which sets out the disciplinary process for clergy. Anyone may contact an Intake Officer to report concerns.

**Leader:** A person, adult or youth, who, for the benefit of another, engages in ministry without responsibility for oversight of others engaged in that same ministry. Examples include Sunday school teachers, camp counselors, and program team.

**LGBTQ+:** An acronym for Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, and others. It refers to people whose gender identities vary from their gender or sex assigned at birth, or whose sexual orientations differ from the heterosexual majority. (The “+” is an effort to include additional identities.) This is an evolving term, as our understanding and language around gender identity and sexuality expands and matures.

**Mandated Reporter:** A person who is required by state law to report reasonable suspicions of abuse, neglect, and/or exploitation of vulnerable populations to the appropriate state agency. State laws vary greatly. Generally, state law mandates that either all adults or adults in certain professions report suspected abuse of children and/or youth. It is imperative to know the requirements of applicable state laws. Typically, individuals who are not mandated to report suspicion of abuse may make a report to the appropriate state agency, even though not legally required to do so.

**Off-site:** Any location other than the sponsoring Episcopal church, institutional facility, or campus.

**Organizations:** All institutions for which the Diocese or congregations have legal or fiduciary responsibility (such as diocesan departments, commissions, conference and retreat centers, adult day care centers, retirement communities, religious orders, congregations, schools, et cetera).

**Overnight:** Any event that starts on one calendar day and ends on a different calendar day.

**Pastoral Relationship:** Any relationship (1) between a Member of the Clergy and any person to whom the Member of the Clergy provides or has provided counseling, pastoral care, spiritual direction, or spiritual guidance, or any person from whom said Member of the Clergy has received information within the Rite of Reconciliation of a Penitent, or (2) between a lay minister and any person to whom the lay minister is offering prayer or ministry, or any person from whom the lay minister has received sensitive, personal, or confidential information in the course of offering ministry.

**Programs:** Official activities and programs sponsored by The Episcopal Church and its Provinces, Dioceses, and congregations (examples include: The Episcopal Youth Event, Provincial Youth Events, Happening, Teens Encounter Christ, Pilgrimages, Mission Experiences, New Beginnings, camp programs, Acolyte Festival, etc.).

**Public Records Check:** A search of documents and data available to the public including criminal and civil court records, credit reports, and driving records from the department of motor vehicles. Typically such searches are conducted by a third party with expertise in this area.

**Responsible Person:** The person designated as being accountable for compliance with this policy for an event or program.

**Sacramental Use:** Consecrated or unconsecrated wine used in the setting of Eucharist.

**Sexual Misconduct:** A broad term encompassing any behavior of a sexual nature that is committed without consent or capacity for consent, or by force, intimidation, coercion, or manipulation. Sexual misconduct can be committed by a person of any gender, and it can occur between people of the same or different gender.

**Supervisor:** A person who has oversight responsibilities for a ministry program and/or leaders in a ministry program.

**Title IV:** A section of the Constitution and Canons of The Episcopal Church pertaining to clergy professional standards, accountability, and ecclesiastical discipline.

**Transgender:** An adjective describing a person whose sense of personal identity and gender does not correspond with the gender or sex assigned to them at birth. This is an evolving term, as our understanding and language around gender identity and sexuality expands and matures.

**Training:** Organized activity designed to provide information and/or instructions to strengthen and enhance the recipient’s understanding, capacity, and exercise of ministry.

- **Universal Training:** A standard of training that will foster a culture of safety and inclusion for all people that includes a broad overview of issues of vulnerability, power, and healthy boundaries. This training is designed to equip all people to live out their Baptismal Covenant.
- **Specialized Training:** A standard of additional training that equips people who participate in or have oversight responsibility for ministries. In addition to Universal Training, a person will have access to training that is specialized and tailored to their role and ministry function.

**Youth:** Anyone who is at least 12 years old, but not yet 18 years old. A youth may also be an individual who is 18 years old or older, and still in high school.<sup>1</sup>

## V. APPLICATION AND SCREENING

Dioceses, congregations, and other Organizations are required to screen all persons according to the standards in the “Screening and Training Protocols” (Appendix A). For some positions, screening consists only of a Public Records Check. For other positions there are additional screening requirements of a written application, interview, and reference verification.

### a. Public Records Checks

1. Congregations and other organizations are encouraged to use the provider approved by the Diocese to conduct public records checks. Such checks must be completed before the employee or regular volunteer (more than 3 times a year) begins interacting with children and youth
2. Criminal public records checks shall include all available criminal records and sex offender registries
3. A Department of Motor Vehicles (DMV) records check is needed if transporting children and youth as part of, or an extension of, ministry of the church or for a church-sponsored event
4. A credit check is required for anyone managing parish finances
5. Public records checks must be updated at least every five years

- b.** Written application, interview, and reference verification are required before serving in certain roles and ministries as specified in “Screening and Training Protocols” (Appendix A). Where required, these components are generally conducted in the following order:

1. submission of a completed written application to serve in a specified role with a clearly defined written job description. The application includes verifiable personal information;
2. personal interview;
3. reference verification conducted by congregations and other Organizations to verify personal information and check references listed in the application (people who know but are not related to the applicant); and
4. maintenance of these records as described below.

Potential Leaders or Supervisors must be known and active in the congregation for at least six months before engaging in ministry with children and youth—unless they have passed public records checks and reference checks pursuant to the “Screening and Training Protocols” (Appendix A).

The Diocese, congregations, and other organizations must keep and maintain all application and screening records secure and confidential in the Diocese, congregation’s, or organization’s office. This includes a signature by each applicant verifying receipt of a copy of this policy, including any local procedures or variations.

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<sup>1</sup> Ages established in accordance with generally accepted definitions in the United States. These ages may vary across the wider Episcopal Church.

## **VI. EDUCATION AND TRAINING**

Training shall be appropriate to each person's function according to the "Screening and Training Protocols" (Appendix A).

All Leaders shall have Universal Training that fosters a culture of safety and inclusion for all people and covers a broad overview of issues of vulnerability, power, and healthy boundaries. Universal Training is designed to equip all people to live out their Baptismal Covenant. All members of the Episcopal Church shall have access to this training.

In addition to Universal Training, all Supervisors and those with oversight responsibilities for ministry programs and/or other adults who engage in ministry with children and youth shall have Specialized Training that is tailored to their role and ministry function.

Depending on role and responsibility, Specialized Training should include the following:

- a.** the prevention, identification, and response to all forms of abuse and neglect;
- b.** vulnerability within the pastoral relationship;
- c.** an introduction to gender non-binary;
- d.** the needs of LGBTQ+ children and youth;
- e.** the ways that children and youth can engage in self-advocacy; and
- f.** the needs of differently abled children and youth.

Certification of training shall be renewed every 3-5 years.

Dioceses, congregations, and other Organizations with responsibility for programs with, services for, or ministries to children and youth shall keep records sufficient to evidence compliance with this policy.

## **VII. MONITORING AND SUPERVISION OF PROGRAMS**

A Responsible Person shall monitor and supervise the behavior of adults, children, and youth to ensure appropriate behavior and healthy boundaries.

All people who minister to children and youth must have ongoing supervision. Ongoing supervision should consist of regular check-ins by the Supervisor, who may be parish clergy or a team leader. Such supervision shall review the scope, accountability, and responsibility of the ministry with the person engaged in the ministry. Each person engaged in such ministry should know who supervises their ministry and how to contact the Supervisor at all times.

The Diocese, congregations, and other organizations shall ensure that all people who minister to children and youth receive prior training as to the scope, accountability, and responsibility of the ministry.



The Diocese, congregations, and other organizations shall maintain an up-to-date list of persons approved to minister to children and youth. This list shall include contact information for the individuals listed and be kept in the Organization's office or other place where records are kept.

**a. Unrelated Adults Required**

There shall be a minimum of two unrelated adults (at least two years older than the eldest participant) present at ministry settings and events designed for children and youth. If unanticipated circumstances result in an adult being alone with children or youth, that adult shall report those circumstances to the Supervisor, clergy-in-charge, senior warden, or Responsible Person as soon as possible.

One adult may be sufficient in well-monitored, visually accessible program space on the church grounds, such as a Sunday School classroom, provided that another adult can maintain visual contact with the adult program leader. This can be accomplished by designating an individual to conduct frequent random checks of classrooms and unlocked spaces throughout the building(s). These exceptional circumstances must be specifically described in a written document and approved by the governing body of the congregation. See also sections regarding "Overnight Programs" and "Transportation."

**b. Creating Safe Space for Children and Youth**

To create a safe space, it is necessary to anticipate and avoid circumstances in which children and youth are exposed to inappropriate consumables, materials, unmonitored adult contact, or unsupervised peer contact. For example:

1. Alcoholic Beverages—Alcohol (sacramental or otherwise) shall not be stored in publicly accessible areas of the church buildings
2. Computers and Electronic Devices—Children and youth shall have adequate supervision when using electronic devices belonging to Dioceses, congregations, and other Organizations. Devices shall have adequate password protection. Each user shall have their own account and password. See Appendix B: "Recommended Practices and Guidelines for Social Media and Electronic Communications"
3. Persons with Keys and Access to Locked Spaces—Anyone with keys or electronic access to church buildings shall meet all the requirements for screening and training according to "Screening and Training Protocols" (Appendix A).
4. Unused Spaces—Spaces not in use should not be readily accessible to unauthorized persons. Given the vast differences in facilities, each Diocese, congregation, and other Organization should determine how best to meet this standard.
5. Each program will develop age-appropriate procedures to ensure the safety of children and youth using restrooms and showers or baths.

6. When supervising or assisting private activities such as dressing, showering or diapering infants or children, Church Personnel will remain in an area observable by other adults or work in pairs.

**c. One-to-One Conversations with Children or Youth**

1. When one-to-one conversations occur between an adult and a child or youth, another unrelated adult is to be either present or capable of visually monitoring the conversation. Examples include the following:
  - i. planned or unplanned on-site conversations can take place in a public location, away from where others can hear but in view of other adults; and
  - ii. planned off-site conversations/meetings can take place in a public place (such as a coffee shop or restaurant) in view of other adults. A Responsible Person shall be informed about the appointment or plans in advance.
2. Confidentiality cannot be guaranteed if a child or youth discloses a situation pertaining to abuse, neglect, self-harm, or exploitation because of mandatory reporting laws.
3. Impulsive, secluded, or secretive activity, online or in person, with children or youth may foster a high-risk situation, and is therefore to be avoided. See Appendix B: “Recommended Practices and Guidelines for Social Media and Electronic Communications.”

**d. Basic Needs**

No one is to be deprived of the basic human needs of food, drinking water, shelter, sleep, access to restrooms, safety, and clothing at any event.

Exceptions may be made for programs intended to teach children or youth about poverty, need, and hunger, such as an intentional fasting program. In these cases, children and youth must agree to participate in writing, and parents or guardians must give written permission that includes certification that the youth or child does not have a medical condition that would put the participant at risk by fasting or missing sleep. Participants who wish to withdraw or who are unable to complete the program must have their basic needs met immediately.

**e. Inclusiveness**

No one shall be denied rights, status, or access to an equal place in the life, worship, and governance of any program or activity because of race, color, ethnic origin, national origin, marital status, sex, sexual orientation, gender identity and expression, differing abilities, or socio-economic class. To the furthest extent possible, all spaces and settings for programs, activities, and ministry shall be accessible.

The Episcopal Church seeks to support all children and youth by providing reasonable alternative arrangements regardless of state law to address safety and comfort.

Transgender, genderqueer, or gender non-binary children or youth who express the need or desire for increased privacy should be provided with reasonable alternative arrangements.

Reasonable alternative arrangements may include the use of a private area, a separate changing schedule, or use of a single stall restroom. Any alternative arrangement should be provided in a way that protects the child's or youth's ability to keep their transgender status confidential. They should not be required to use a locker room or restroom that conflicts with their gender identity.

Safe bathroom/shower facilities will be provided by gender or specific times will be assigned to use of a single facility.

Adults should either have separate shower facilities or shower at other times than the youth. Separate dressing facilities should also be provided. See section on "Overnight Programs."

**f. Violence and Weapons**

1. No one is to strike, hit, or otherwise physically threaten or harm anyone at any time.
2. Bullying of any kind by anyone is prohibited.
3. Children and youth shall not have weapons of any kind at any event or program for children or youth. Exceptions to this restriction may be made for camp programs or other specific programs with prior approval.
4. Report suspected violations immediately. See "Suspected Violations of This Policy."

**g. Behavioral Standards for Adults in Ministry with Children and Youth**

Adults who work with children and youth are expected to model the patterns of healthy relationships that children and youth deserve in all settings. Interactions should meet all requirements outlined above, and adults should be discouraged from initiating a private relationship with any unrelated child or youth from the church away from sanctioned church activities.

Adults are encouraged to do the following:

1. have ongoing spiritual practices, which might include daily prayer, regular participation in corporate worship, and Bible study;
2. spend time with and listen to children and youth and advocate for their ministry within the Body of Christ;
3. offer appropriate physical expressions of care, which may include high fives; fist bumps; hand- holding while walking with small children or in prayer; brief touching of shoulders, hands, or arms, handshakes; "laying on of hands" under appropriate pastoral supervision; and brief hugs and arms around shoulders; and
4. model appropriate affection with other adults and be accountable to the community for behavior.

Adults shall not, under any circumstances, do the following:

1. provide children or youth with marijuana, non-sacramental alcohol, drugs, cigarettes, tobacco products, e-cigarettes, vapes, or pornography;
2. arrive under the influence of alcohol, illegal drugs, or misused legal drugs at any children's or youth event or when they are responsible for children or youth at an event;
3. consume non-sacramental alcohol or illegal drugs or misuse legal drugs at any children's or youth event or when they are responsible for children or youth at an event;
4. engage in illegal behavior or permit other adults, children, or youth to engage in illegal behavior;
5. engage in any sexual, romantic, illicit, or secretive relationship or conduct with any child or youth; or
6. apart from planned, pre-approved educational programs, discuss their own sexual activities, fantasies, or their own use or abuse of drugs or alcohol with children or youth.
7. Church Personnel are prohibited from possessing any sexually oriented materials (magazines, cards, videos, films, clothing etc.) on church property or in the presence of children or youth except as expressly permitted as part of a pre-authorized educational program.
8. Church Personnel are prohibited from using the Internet to view or download any sexually oriented materials on church property or in the presence of children or youth.
9. Church Personnel are prohibited from discussing their own sexual activities, including dreams and fantasies, or discussing their use of sexually oriented or explicit materials such as pornography, videos or materials on or from the Internet, with children or youth.

Anyone who suspects a violation of these policies shall take steps as outlined in Section VII. Responding to Concerns.

#### **h. Special Considerations for Off-site Programming**

Off-site programs, trips, and events are a welcome and often necessary means for spiritual, social, and emotional development of children and youth. They also present additional challenges for maintaining best practices for safe and healthy ministry. The expectations for safe space, as described above, should be observed off-site. In the event of uncertainty about application of the policy, the Responsible Person should contact their Supervisor with the relevant queries. Because of unique risks that can't always be anticipated, it is important to obtain permissions and manage documentation as described below.

## 1. Prior Approvals

- i. Prior approval by the governing body and the member of the clergy-in-charge is required; and that approval shall be reflected in the minutes of the governing body. Diocesan sponsored programs, trips, or events shall receive prior Diocesan approval.
- ii. Written parental approval is required prior to viewing any movie, whether off-site or on-site, rated “PG-13” or above or participating in any conversation or program containing sexually explicit or violent content.
- iii. These same prior approvals are required when the site is a private residence, hosting such events as cookouts, pool parties, progressive dinners, et cetera.

## 2. Registration, Waivers, and Release Forms

- i. All children, youth, and adults shall complete and sign a registration form and a waiver and release form before participating in any programs. Confidentiality must be preserved with respect to medical and other sensitive information in the forms. Such forms can encompass a program year.
  - A. There must be a parent/guardian’s signature on all waiver and release forms for minors. Please check with your Bishop’s office concerning whether digital signatures are acceptable in your state.
  - B. Completed waiver and release forms shall be stored in a secure location on-site or online. Please check with your Bishop’s office concerning whether such forms may be saved electronically and the length of time the forms must be saved.
- ii. Permission slips shall be provided for each off-site event and shall be signed by the parent/guardian.
- iii. Prior permission for a minor to be photographed or recorded on film, videotape, audiotape, or other electronic media is required from a parent/guardian.

## 3. First Aid and Medications

- i. Current certification in First Aid, CPR, and Automated External Defibrillator (AED) operation is strongly encouraged for those who work with children and youth.
- ii. A first aid kit, appropriately stocked for the event and participants, shall be available in an easily accessible location.
- iii. A record must be kept for all medication or first aid given to a participant. This record shall include the participant’s name, the date and time of service, the name of the person administering medication or treatment, and a description of the medication, dosage, and/or treatment given.

- iv. All medications (prescription and over the counter) belonging to minors shall be given to the Responsible Person, unless otherwise agreed upon by the parents and the Responsible Person. Exceptions may include inhalers, epi-pens, and birth-control pills.
- v. Only the Responsible Person, or their adult designee, shall administer medications.

#### 4. Supervision

At any gathering of children or youth, there shall be at least two unrelated adults with one being age 25 or older, preferably reflecting the sex and gender identity of the participants.

Minimum ratios of adult to child/youth shall be in accordance with American Camp Association (ACA) guidelines as follows:

- i. 5 years and younger—1 adult for each 5 overnight-participants and 1 adult for each 6 day- participants
- ii. 6–8 years—1:6 for overnight, and 1:8 for day
- iii. 9–14 years—1:8 for overnight and 1:10 for day
- iv. 15–18 years—1:10 for overnight and 1:12 for day

Additional adults can provide skills, mentorship, support, encouragement, spiritual guidance and joy.

#### 5. Insurance

All trips to off-site destinations must have adequate insurance in case of emergency. For more information, contact your insurance broker.

##### **i. Overnight Programs**

In overnight programing, particular attention will be given to historically excluded or unrecognized people, such as LGBTQ+ and differently-abled individuals. In a situation of unequal power and safety, preferences of these individuals merit additional consideration, accommodation, and action to ensure participant privacy, maximization of social integration of all participants, minimization of stigmatization of any participants, equal opportunity to participate, and safety of all participants.

Other guidelines for overnight programs are outlined below.

- 1. The safe use of restrooms and showers by all participants requires the Diocese, congregations, and other organizations to consider numerous factors, including, but not limited to age, sex, gender identity and expression, and privacy. Adults should have separate showers or separate times for showers.

2. Overnight programs shall provide safe, supervised sleeping arrangements.
  - i. No bed, cot, or sleeping bag shall have more than one person sleeping in it.
  - ii. Supervision by two unrelated adults is required in any space where one or more youth are sleeping.
  - iii. It is acceptable for all participants to sleep in the same open area when dressing rooms and bathrooms provide appropriate privacy.
3. Participants shall have access to three substantial meals each full day and access to sufficient water.
4. Participants shall be given the opportunity for at least 7 hours of sleep each 24-hour period, except for programs where parental/guardian permission is given to miss sleep. In these cases, children and youth must agree to participate in writing, and parents or guardians must give written permission that includes certification that the youth or child does not have a medical condition that would put the participant at risk by missing sleep.
5. Participants shall have some time set aside each day for rest or free time.

Best practice guidelines for hotel stays include the following:

1. one child or youth per bed, including cots, pullouts or hide-a-beds, and rollaway beds;
2. at least 2 children or 2 youth in each room;
3. adult supervisors or chaperones have rooms on the same floor, scattered among the rooms containing children or youth and at least one adult room is by the stairs or elevators; and
4. adult leader assigns rooms and room occupants.

**j. Transportation**

For the health and safety of all participants, the following practices shall be followed.

1. For events that originate and/or terminate at the Diocesan, congregation, or Organization facility, all drivers must be at least 21 years of age and provide proof of insurance and a current driver's license, a completed volunteer driver information form, and have a satisfactory DMV records check.
2. All drivers and riders must comply with state laws including seat belt and cell phone usage.
3. Parents/guardians are responsible for the transportation and safety of their children and/or youth to and from the event. This responsibility includes the transportation of any other passengers in their vehicle.

**k. Camps and Retreat Centers**

All camps, camping programs, and retreat centers of the Diocese shall follow the guidelines for off-site programming established in this policy. In addition, camps should aim to follow American Camp Association standards to the best of the camp's ability.

## I. Travel

Travel with children and youth presents amazing opportunities for participants to experience the church and the world on a larger scale with vastly different perspectives of faith communities and their contexts. It also presents challenges to normal safety protocols and opportunities for creativity if managed well. The following policies will help groups prepare for a variety of potential scenarios, as well as for domestic and international travel.

### 1. Adult Leaders and Chaperones

Minimum ratios of adult to youth need to be greater due to the possibility of leaving an adult behind with a participant in the event of a medical emergency.

i. 9–14 years—1:5

ii. 15–18 years—1:7

Regardless of group size, no group should travel with fewer than three adult chaperones. One adult of a minimum age of 25 should serve as the travel administrator who is responsible for all aspects of the trip, including carrying all necessary documentation, contacts, and forms including:

- i. medical releases;
- ii. media releases;
- iii. community covenant;
- iv. emergency contacts;
- v. itineraries; and
- vi. cash and/or credit card capacity to address emergencies.

It is a best practice that one adult of a minimum age of 25 should hold a current medical certification to manage administration of necessary and permissible medications, administer immediate and necessary first aid, and judge medical situations to determine if care of an individual needs to be taken to a higher level of care. When this is not possible, 1 person should be designated to supervise the administration of medications as instructed on medical release forms, and a clinic near the destination should be identified ahead of time in order to respond to health emergencies as rapidly as possible. Acceptable medical certifications include the following:

- i. Wilderness Medical Response
- ii. Outdoor Emergency Care
- iii. Emergency Medical Technician/Paramedic
- iv. Nurse—RN/LPN/Nurse Practitioner
- v. Physician's Assistant
- vi. Medical Doctor

Best practice is to designate an adult to serve as back-up to the travel administrator and as back-up for simple first aid and administration of prescriptions. These could be the same person. A copy of all documents should be left with an accountable person at the Diocesan, congregation, or Organization office. That person should also serve as the local emergency contact person for communications between the traveling group and families at home.



2. Insurance for Travel
  - i. Short-term trip or supplemental insurance, available through most church and Organization policies as an added rider, must be secured at least one month prior to travel.
  - ii. It is recommended that all travelers carry evidence of personal health insurance by virtue of a copy of the actual card provided to the insured person.
  - iii. Because not all individuals have access to affordable and adequate health insurance, it is recommended that health insurance be added to trip insurance.
  
3. International Considerations
  - i. Check in with the U.S. Department of State on travel requirements, including visas.
  - ii. Make certain that every traveler's passport is valid for at least six months beyond your return date.
  - iii. Determine whether or not vaccinations are required and/or recommended for entry into specific countries.
  - iv. Arrange to have at least two cellphones with the group that will have active coverage in the destination(s). Make a backup plan for communication with the responsible person at home.
  - v. A more thorough list of international travel considerations with links to U.S. and global organizations can be found in the *Youth in Mission Manual* here: [http://www.episcopalchurch.org/files/7-traveling\\_7.pdf](http://www.episcopalchurch.org/files/7-traveling_7.pdf)

## **VIII. RESPONDING TO CONCERNS**

### **a. Suspected Abuse, Neglect, or Exploitation of Children and Youth**

Any adult who has reason to suspect that abuse, neglect, or exploitation of children or youth has taken place is strongly encouraged (and all mandated reporters are required) to contact the state of North Carolina's Child Protective Services. The Diocese of Western North Carolina and all of its constituent Parishes will cooperate with any investigation by state authorities to the fullest extent appropriate and inform authorities that a concurrent internal investigation will be directed by the Diocese of Western North Carolina.

In addition, anyone who has reason to suspect that abuse, neglect, or exploitation of children or youth has taken place within a facility or program of the Diocese, congregation, or other Organization, should immediately inform one of more or the following:

1. the Bishop or the Bishop's office in the case of the Diocese;
2. member of the clergy-in-charge or the senior warden in the case of a congregation;
3. the director, head, or other governing officer in the case of other Organizations; and/or
4. the Intake Officer in case a member of the clergy is suspected of abuse, neglect and/or exploitation. The Intake Officer is the Canon to the Ordinary.

**b. Suspected Violations of this Policy**

Anyone who suspects a violation of these policies shall immediately report the violation to the Responsible Person, member of the clergy in charge and senior warden.

Clergy in charge receiving reports of violations of this policy shall be responsible for providing appropriate pastoral care to all those affected and appropriate remedial and/or disciplinary action up to and including termination of employment or unpaid ministry with the Church. If the Responsible Person is a lay person, they are responsible to ensure that appropriate pastoral care is provided for all.

Anyone who knows of a violation of these policies by a member of the clergy shall immediately report the violation to the Bishop's office and/or the Intake Officer. Anyone can make a report to an Intake Officer.

The Bishop, hearing reports of violations by clergy, or by laity at diocesan events, shall be responsible for providing appropriate pastoral care to all those affected and appropriate remedial and/or disciplinary action, up to and including canonical disciplinary action, as provided by Title IV of the Constitutions and Canons, and/or termination of employment or unpaid ministry with the Diocese.

**c. Local Resources for Response**

Each Diocese, congregation, or Organization shall provide a list of local resources that can give information and assistance to anyone concerned about circumstances that may violate this policy. Such resources with contact information shall include the following:

1. Responsible Person(s) for programs and ministries with children and youth;
2. clergy in charge of a congregation;
3. wardens;
4. Bishop;
5. Intake Officer(s); and
6. Child Protective Services.

## **IX. POLICY ADOPTION, IMPLEMENTATION, AND AUDIT**

- a.** The Executive Council of the Diocese of Western North Carolina, at its meeting of June 14, 2018 approved this policy as recorded in the minutes. The Bishop will inform congregations and other organizations within the Diocese of the contents of this policy, the requirement that each congregation or organization adopt a policy in accordance with the diocesan policy, and the vendor(s) approved by each Diocese to conduct Public Records Checks.

The Diocese of Western North Carolina will also conduct a Safe Church Self-Audit every three years to confirm compliance with the Safe Church policies set by The Episcopal Church.

Procedures to be confirmed by audit will include (but are not limited to) the following:

1. existence of diocesan policy that is consistent with and/or exceeds the requirements of The Episcopal Church;
2. provision of accessible and appropriate training for all those who work with children and youth in accordance with “Screening and Training Protocols” (Appendix A). Such training shall include, at a minimum, topics identified in this model policy;
3. verification that each congregation and/or Organization within the Diocese has adopted a policy that is consistent with and/or exceeds the diocesan policy; and
4. verification that each congregation and/or Organization has a process to ensure members access training and conduct public record checks.

- b.** Congregation and Organization Adoption, Implementation, and Audit

Congregations and Organizations must adopt a *Policy for the Protection of Children and Youth* that is consistent with, and/or exceeds, the requirements in this model policy and the diocesan policy. Where permitted by their governing body, congregations and organizations may adopt site-specific variations from this model policy which shall be described in detail, including the circumstances under which those variations are to be permitted and their rationale. This approval shall be recorded in the minutes of the vestry or governing body.

The *Policy for the Protection of Children and Youth* shall be posted in an area where activities take place, and shall be given to all adults, guardians, and all paid and unpaid persons who minister to children or youth. These policies shall include the names and phone numbers of the member of the clergy in charge, the senior warden, and a contact person in the Bishop’s office.

Each congregation and organization is required to conduct a Safe Church Self-Audit annually to confirm compliance with safe church policies and report said audit to the Bishop’s office.

Procedures to be confirmed by audit will include (but are not limited to) the following:

1. public records checks, application forms, and records of screening and reference verification of paid and unpaid persons;
2. records of compliance with “Screening and Training Protocols” (Appendix A);
3. procedures for responding to concerns and incidents; and
4. evidence of compliance with “safe space” requirements.

**APPENDIX A—SCREENING AND TRAINING PROTOCOLS**

**Training Requirements for Safeguarding God’s Family**

Who	SGC	SGP – Preventing Harassment for workers	SGP – for ministries and congregations
1. Clergy with Cure	Every 5 years	Every 5 years	Every 5 years
2. Clergy without Cure – Licensed to Serve	Every 5 years	Every 5 years	Every 5 years
3.a. All <u>paid</u> church personnel (full and part-time). This includes:  Parish Administrators; Youth Ministers; Organists; Sextons; Directors of Christian Formation; Music Directors; Childcare workers; Diocesan Employees  3.b. Any paid personnel living on church grounds	Every 5 years	3.a. Every 5 years           3.b. depends on duties	3.a. Every 5 years           3.b. depends on duties
4.a. All <u>non-paid</u> persons who regularly <u>supervise</u> or <u>assist with supervising</u> children or youth ministries, more than 4 times a year (someone with a title); 4.b. full-time or part-time volunteers serving in staff positions; 4.c. all volunteers, including parents, who assist with children or youth ministries more than 4 times a year;	Every 5 years	4.a. Every 5 years           4.b. Every 5 years           4.c. no	4.a. Every 5 years           4.b. Every 5 years           4.c. no

\*SGC = Safeguarding God’s Children

\*\*SGP = Safeguarding God’s People

5. All volunteers who provide transportation to children or youth	Every 5 years		
6. Adults who volunteer less than 4 times a year.	No		
7. Adults at overnight activities	Every 5 years		
8. All staff (paid personnel and volunteer) at diocesan or church camps	Every 5 years	Every 5 years	Every 5 years

**Safeguarding God’s Children is required for all Vestry members, Diocesan committees, commissions, agencies and boards.**

<b>SGP – Preventing Sexual Exploitation <i>for ministries and congregations</i> (Every 5 years)</b>	<b>SGP – Preventing Sexual Harassment <i>for supervisors</i> (Every 5 years)</b>
Vestries	Vestries
Stephens Ministries	Finance Committees
Spiritual Directors	Diocesan Standing Committee
Lay Eucharistic Visitors	Diocesan Executive Council
Hospital Visitors authorized by your church	Commission on Ministry
EFM Mentors	Heads of Schools and Institutions
Diocesan Standing Committee	Supervisors of Employees or Volunteers
Diocesan Executive Council	
Commission on Ministry	

**Safeguarding God’s Children**

**This includes 2 modules (For Parents and Congregations; For Ministries). Both modules constitute “Universal Training”**

**Safeguarding God’s People**

**The module “For Ministries and Congregations” constitutes “Universal Training”.**

**The module “Preventing Sexual Harassment for Workers and for Supervisors” constitutes “Specialized Training”**

**Diocese of Western North Carolina**  
**Screening Requirements for Safeguarding God’s Family**

Who	Screening Standard	Credit Report	DMV
1. Clergy with Cure	Oxford Background	Included in Oxford	Included in Oxford
2. Clergy without Cure – Licensed to Serve  <i>*The diocese reserves the right to request additional background check at their discretion for any clergy seeking to be licensed.</i>	i. Standard Application; ii. Interview; iii. Reference Checks; iv. <b>Secure Search Faith</b> Basic Background Check (Multi-State Criminal records check; National Sex Offender Registry; SSN Validation)	no	no
Who	Screening Standard	Credit Report	DMV
3.a. All <u>paid</u> church personnel (full and part-time). This includes:  Parish Administrators; Youth Ministers; Organists; Sextons; Directors of Christian Formation; Music Directors; Childcare workers  3.b. Any paid personnel living on church grounds	i. Standard Application; ii. Interview; iii. Reference Checks; iv. <b>Secure Search Faith</b> Basic Background Check (Multi-State Criminal records check; National Sex Offender Registry; SSN Validation)	Yes for personnel managing church finances	Yes for personnel regularly transporting children, youth or adults

<p>4.a. All <u>non-paid</u> persons who regularly <u>supervise</u> or <u>assist with supervising</u> children or youth ministries, more than 4 times a year (someone with a title);</p> <p>4.b. full-time or part-time volunteers serving in staff positions;</p> <p>4.c. all volunteers who assist with children or youth ministries more than 4 times a year, including overnight activities;</p>	<p>i. Standard Application;</p> <p>ii. Interview;</p> <p>iii. Reference Checks;</p> <p>iv. <b>Secure Search Faith</b> Basic Background Check (Multi-State Criminal records check; National Sex Offender Registry; SSN validation)</p>	<p>No</p>	<p>No (unless providing transportation – see below)</p>
<p>9. All volunteers who provide transportation to children, youth or other church related activities including Lay Eucharistic Visitors</p>	<p>Interview</p>	<p>No</p>	<p>Yes</p>
<p>10. Adults who volunteer less than 4 times a year.</p>	<p>Interview</p>	<p>No</p>	<p>No</p>
<p>11. Adults at overnight activities less than 3 times a year</p>	<p>Interview</p>	<p>No</p>	<p>Yes - if driving</p>
<p>12. All staff (paid personnel and volunteer) at diocesan or church camps</p>	<p>i. Standard Application;</p> <p>ii. Interview;</p> <p>iii. Reference Checks;</p> <p>iv. <b>Secure Search Faith</b> Basic Background Check (Multi-State Criminal records check; National Sex Offender Registry; SSN validation)</p>	<p>No</p>	<p>Yes - if driving</p>



## **APPENDIX B—RECOMMENDED PRACTICES AND GUIDELINES FOR SOCIAL MEDIA AND ELECTRONIC COMMUNICATIONS WITH CHILDREN AND YOUTH**

Social media shapes the lives of young people and has the potential to empower ministry. Behavior in the digital sphere is never private. Posted content may be used out of context and out of the control of the originating individuals and organizations, putting them at risk. In addition, these powerfully connective tools are subject to the same dynamic of unequal power and potential for abuse that present a risk in all ministry relationships. Churches face the challenge of identifying and proactively addressing areas of potential risk in social media use in the midst of rapidly evolving technology. The following recommended practices and guidelines are designed to be a flexible template for developing policies and covenants governing the safe use of social media and digital communication in ministry settings.

### **General Information About Digital Communications**

- All communications sent digitally (email, social networking sites or platforms, notes, texts or posts, etc.) are NOT CONFIDENTIAL and can be shared or reposted to others.
- Interactions in the virtual world need to be transparent. That is, occurring in such a way that it is easy for others to see what actions are performed.
- In the virtual world, healthy boundaries and Safe Church practices must be adhered to as they are in the physical world.
- In the virtual world, “friend” can mean anyone with whom you are willing to communicate through that medium. In the physical world, friend can mean much more in terms of intimacy, self-disclosure, mutuality, and expectations for relationship.
- Laws regarding mandated reporting of suspected abuse, neglect, or exploitation of children or youth apply in the virtual world as they do in the physical world. Check your local applicable laws.

### **Recommended Practices and Guidelines for Churches and Organizations**

- a. Establish a policy that outlines professional and institutional standards for profiles and interactions on social networking sites and platforms.
- b. Establish a policy of transparency regarding social media accounts. The best practice is to have the Diocese, congregation, or Organization create and “own” the social media accounts representing the Diocese, congregation, or Organization respectively and have multiple administrators and/or supervisors with access. If personal accounts are used, a system of monitoring should be established.
- c. Establish a policy regarding the identification or “tagging” of individuals in online photos or videos. For example, on Facebook, “tagging” someone in a photo or video creates a hyperlink to that person’s profile page that can be clicked by anyone. The best practice is for the Diocese, congregation, or Organization is not to identify or “tag” individuals. The “tagging” of children

and youth should be prohibited. When written permission is provided by a parent/guardian, the captioning of photos or videos of minors may be permitted. The caption should not include the minor's full name, nor should it create a clickable link to someone's personal profile. A policy of whether or not an individual can "self-tag" in the Diocese, congregation, or other organization's online photo or video should also be established.

d. A Diocese, congregation, or Organization does not have a responsibility to review or monitor the personal pages or groups that are not sponsored by that Diocese, congregation, or Organization, except as described in part b above. The preceding statement should be included in the Diocese, congregation, or Organization's social media Policy.

e. Email can be a good method of communication, and it also has the opportunity to be misunderstood. Having a clear understanding and procedure for responding to digital communication that raises concern is prudent for all. Best practices can include not responding immediately and sharing the communication with a supervisor before responding. Phone and face-to-face meetings are preferred when responding to emotionally driven communications or pastoral emergencies.

f. When using photos and videos for ministry purposes, obtain a media release for each person and only post images that respect the dignity of every person depicted.

g. Dioceses, congregations, or Organizations must inform participants when they are being video recorded because church buildings are not considered public space. Signs should be posted that indicate a service or activity will be broadcast when worship services or activities are streamed or distributed on the web or via other broadcast media.

### **Recommended Practices and Guidelines for Interactions with Children and Youth**

- a. Prudent judgement should be used in the time of day a child or youth is contacted through social media. Under normal circumstances, refrain from contact or exchanging texts, chats, or emails before 8:00 am or after 10:00 pm, unless it's an emergency.
- b. Privacy settings and personal boundaries should be implemented.
  1. Create and use profiles on social networking sites that meet professional and institutional standards.
  2. Do not submit connection requests (such as friend requests on Facebook or "Add Me" on Snapchat) to children or youth for personal interactions. Youth may not be able to decline such requests due to the disparity of power between youth and adults. Youth may ask to be "friends," and adults should discern the nature of contact appropriate for healthy ministry.
  3. Apply privacy settings that are consistent with all children and youth across all social networking sites and platforms. Avoid playing favorites or the appearance of playing favorites.
  4. Establish a regular ongoing and consistent system of review that focuses on settings, accessible content, photos, and videos to ensure compliance with professional and institutional standards.
  5. Inform parents of children and youth of social networking sites and platforms used within the ministry.

6. When possible, send communication to entire groups, on an individual's "wall," or in public areas, rather than in private messages. This includes photos, images, and videos.
  7. When sending emails to a child or youth that contain personal or private information regarding that child or youth, a copy should be sent to the parents or guardians as well. Examples of these types of emails include payment-due information, specific medical requests or questions, etc. Mass emails sent to an entire group are not required to be copied to parents or guardians.
  8. Disclose ongoing digital pastoral communications (ie: emails, Facebook messages, texting, etc) with children and youth to a parent and/or a supervisor to determine when a referral to a professional provider or resource is needed.
- c. Create covenants to govern digital groups, which include the following:
1. appropriate and inappropriate behavior of members (bullying, pictures that depict abuse, violence, illegal activities, sexual acts, etc.) and the consequence for inappropriate behavior;
  2. who may join and/or view group activity, when participants should leave the group and when/if the group will be disbanded;
  3. description of content that can be posted or published on the site or page;
  4. a prohibition of "tagging" photos and videos of children and youth. However, the captioning of photos and videos is permissible with written permission from a parent or guardian;
  5. notification that mandatory reporting laws will be followed; and
  6. consequences for breaking the covenant.
- d. Delete inappropriate material posted in digital groups, address the behavior and report it, if necessary, in accordance with legal and institutional requirements.
- e. In video calls, follow the same criteria used in telephone calls. In addition, prudent judgement regarding attire and surroundings should be observed.
- f. Comply with the following best practices regarding "groups" on Social Networking sites:
1. Have at least two unrelated adult administrators as well as at least two youth administrators for groups that are designed for youth;
  2. Use closed groups, but not "hidden" or "secret" groups, for youth;
  3. Have only youth administrators invite other youth to join the online group, unless a youth previously asked an adult administrator to invite them to join;
  4. Remove any content that shows or describes inappropriate behavior outside the bounds of the established behavioral covenant;
  5. Open social networking groups for youth to parents of current members; and
  6. Remove from social networking groups adult leaders of youth groups and youth who are no longer members due to departure, removal from position, or ineligibility because they "aged out" of a program.
- g. Observe mandated reporting laws regarding suspected abuse, neglect, and exploitation.