

Adopted April 19, 2010

Community United Church of Christ, Raleigh, NC

Youth Protection Policy

Community United Church of Christ is committed to creating a safe and healthy environment in which young people can learn about and experience God's love. In order to ensure this, we adopt the following policies:

Applicants for employment will be asked to submit, together with their applications, a disclosure form substantially similar to the one attached and a list of references. Those under serious consideration will be interviewed, their references will be checked, and (with the applicant's written permission) background checks will be completed.

Before being hired, the potential employee will be asked to read and sign this Youth Protection Policy and the document "Justice, Inclusiveness, and Self Discipline: A Covenant Among the People of Community United Church of Christ." The person will also be asked to view or study educational materials concerning sexual abuse prevention. The records of these actions will be stored safely in a confidential file in the church office, under the supervision of the Safe Church Administrator.

All volunteers who will work with children and youth on an ongoing basis ("authorized volunteers") will be asked to submit a disclosure form, to read and sign this policy and the covenant on justice, inclusiveness and self discipline, and to view the educational materials concerning sexual abuse prevention.

All volunteers who work with minors on a short term basis (including Sunday School teachers) should have been members for at least six months or friends of Community United Church of Christ for one year. They will be asked to read and sign this policy and the covenant on justice, inclusiveness and self discipline.

The church will provide adequate supervision for all youth activities. The Church School Coordinator will supervise and assure that the policy is followed with regard to Sunday School teachers. The Youth Minister will assure that there is adequate supervision and that the policy is followed for youth activities taking place at other times. It is the policy of CUCC that there should be at least three individuals in any group including leaders and children or youth (not just one leader and one child or youth in a situation out of sight of others). When, however, multiple activities are going on at the church at the same time, two-member groups in plain sight of others are reasonable.

Children and youth will not be taken on trips away from the church property without parental knowledge and consent. For any significant travel, parents will be asked to sign permission forms. In some cases, the youth may be asked to sign covenants (such as the justice, inclusiveness, and self-discipline covenant) covering expected behavior during the trip. Adult volunteers, including parents, accompanying minors on trips will be asked to read and sign the Safe Church Youth Protection Policy and covenant documents and, where appropriate, to view the relevant sexual abuse prevention training modules. All potential drivers on youth trips will be asked to disclose if they have had their licenses suspended or revoked within the last five years due to reckless driving or driving while intoxicated and/or under the influence of a controlled substance. For extended trips, a group meeting before departure of all participants to go over expectations is recommend.

Any violations of the Youth Protection Policy should be reported to the Moderator and/or the Past Moderator. If, after preliminary investigation, the complaint appears to warrant further investigation or action, the Moderator and the Past Moderator will call upon representatives of the Deacons and the Pastor to take part in a further inquiry. If this larger group concludes that additional actions are required, the case will be taken to the Deacons for resolution if it involves an employee or to the Church Council if it involves a member or volunteer.

North Carolina law requires that suspected child abuse be reported to the county Department of Social Services (919-212-7990 for Wake County).