



## SAFETY OF CHILDREN AND VULNERABLE ADULTS POLICY

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“Teacher, which commandment in the law is the greatest?” He said to him, “‘You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.’ This is the greatest and first commandment. And a second is like it: ‘You shall love your neighbor as yourself.’ On these two commandments hang all the law and the prophets.” (Matthew 22:36-40, NRSV). Scripture and United Methodist tradition remind us of the priority God places on human life and how we treat one another.

*The Book of Resolutions* encourages all United Methodist conferences and churches to become involved in the prevention of sexual abuse of children (2016 *Book of Resolutions*, #3084). The *Social Principles* state that “... children must be protected from ... physical, emotional, and sexual exploitation and abuse.” (2016 *Book of Discipline*, ¶162C). *The Book of Discipline* also names child abuse, sexual abuse, sexual misconduct, and sexual harassment as chargeable offenses for clergy and lay members (2016 *Book of Discipline*, ¶12702). Resurrection (the Church) fully supports these directives and places the highest priority on protecting Children and Vulnerable Adults. The purpose of this Policy is to set forth the Church’s expectations regarding the prevention of abuse of Protected People.

**OUR COMMITMENT.** Children and Vulnerable Adults have the right to be safe and protected from harm in any and all environments – home, school, religious institutions, and in the community. The Church is committed to creating and maintaining an environment where members, guests, pastors, staff, and volunteers can worship, learn, and work together in an atmosphere free from harassment, exploitation, and intimidation.

It is the intention of the Church to affirmatively model good behavior and to lead and guide the congregation in fulfillment of the standards set by our Christian faith. The Church strongly opposes and prohibits Emotional Abuse, Physical Abuse, Sexual Abuse, Sexual Harassment, Sexual Misconduct, and other forms of exploitation or abuse of Children and Vulnerable Adults. The Church acknowledges the unique position of trust the Church, its pastors, staff, and volunteers hold in the lives of the people they serve.

The Church will take all reasonable steps to create a safe environment for Protected People participating in ministries sponsored by the Church and may deny access to the Church when there is reasonable concern about a person’s behavior as it relates to the safety of Protected People. The Church commits to a culture of unwavering dedication to education, screening procedures, reporting expectations, independent and thorough investigations, and personal and corporate accountability regarding the safety of Protected People. As a result, all Staff, Covered Volunteers, and Governance Committee Members are expected to successfully achieve Safe Gatherings Certification as a condition of employment and other leadership in accordance with the Procedures approved by the Church’s Executive Team.

**SCOPE.** The Church expects all people acting under its auspices to review, understand, and comply with the provisions of this Policy. This Policy, together with the implementing Procedures, apply to all activities and events sponsored by the Church.

**DEFINITIONS.** As used in this Policy, capitalized terms not otherwise defined will have the following meanings:

**Applicant:** a Staff member, interested volunteer, or Governance Committee Member who is not yet Certified.

**Best Practices:** procedures adopted by the Church’s Executive Team from time to time as guidelines for interacting with Protected People in a variety of settings.

**Certified:** a current, unexpired certification from Safe Gatherings, a division of U, Inc.

**Child, Children:** any person under the age of 18, and may include an 18 year-old still enrolled in high school. This definition includes Youth as that term is used in the Safe Gatherings training program.

**Children's Ministries:** includes childcare provided by the Church and programs for Children through 5<sup>th</sup> grade.

**Church:** Resurrection, a United Methodist Church, including each of its physical locations and the Church's Online Ministries.

**Code of Conduct:** expectations of the Church for any person interacting with Protected People. See **Exhibit A**.

**Covered Volunteer:** any person who has Direct Contact with a Protected Person as part of an on- or off-site ministry sponsored by the Church and as otherwise required by the Great Plains Annual Conference. The term Covered Volunteer *does not* include a person serving at a one-time or special event or in the Covered Volunteer Welcome Period where the volunteer is under the continuous visual supervision of a Certified person; neither does the term include a parent or guardian in Direct Contact with a family member who is a Protected Person.

**Covered Volunteer Welcome Period:** 30 days beginning on the date a person first serves as a Covered Volunteer.

**Direct Contact:** the care, supervision, guidance, transportation, or control of a Protected Person.

**Emotional Abuse:** mental or emotional injury to a Protected Person characterized by intentional infliction of anguish, distress, or intimidation through verbal or non-verbal acts and may include harm based on sex, age, race, ethnicity, cultural heritage, economic status, sexual orientation, gender identity, religion, or ability.

**Governance Committee Member:** an elected or appointed member, whether voting or nonvoting, of the Church Council, Board of Trustees, Staff-Parish Relations Committee, Finance Committee, or Nominations Committee of the Church, the Church Foundation Board of Directors, and lay delegates to the Great Plains Annual Conference.

**Online Ministries:** programs offered by the Church in a digital or online format using any available technology.

**Physical Abuse:** any act or omission intentionally inflicted on a Protected Person that poses serious danger to the person's physical health, including punishment that is overly punitive or inappropriate to the individual's age or condition.

**Premises Monitor:** Certified adult Staff or Covered Volunteer who patrols the Church's hallways and common areas where ministry to Protected People is taking place. Premises Monitors may observe enclosed spaces and activity areas through windows or open doors on a roving basis.

**Protected Person, Protected People:** any and all Children and Vulnerable Adults.

**Procedures:** those procedures adopted from time to time by the Church's Executive Team to support implementation of this Policy.

**Rule of Three:** requires use of a Premises Monitor and at least three people (at least one of whom is Certified), present in each classroom, vehicle, or other enclosed space when online or in-person Church ministry involving Protected People is taking place. If Children in the space are:

- **Under age 5**, at least one of the three people must be age 18 or older and another be age 13 or older
- **Age 5 or older**, at least two of the people must be age 16 or older

**SCRM:** the Church’s Safety, Compliance & Risk Management Lead Director.

**Sexual Abuse:** any contact of a sexual nature between an adult and a Protected Person and any sexualized behavior or other activity that is intended to arouse or gratify the sexual desires of the adult.

**Sexual Harassment:** "any unwanted sexual comment, advance, or demand, either verbal or physical, that is reasonably perceived by the recipient as demeaning, intimidating, or coercive. Sexual harassment must be understood as an exploitation of a power relationship rather than as an exclusively sexual issue" (2016 Book of Discipline, ¶161J).

**Sexual Misconduct:** sexual misconduct means a chargeable offense within the meaning of ¶2702 of the *Book of Discipline*.

**Special Needs Ministry:** any program offered by the Church to children or adults with special needs.

**Staff:** includes pastors, lay employees, and interns engaged by the Church, whether paid or unpaid, other than active duty police officers and any other person individually considered in the manner set forth in the Procedures.

**Student Ministries:** programs of the Church offered to Children in 6<sup>th</sup> through 12<sup>th</sup> grades.

**Two Adult Rule:** having at least two unrelated adults, at least one of whom is Certified, present in each meeting room, vehicle, or other enclosed space when online or in-person ministry involving Protected People is taking place.

**Vulnerable Adult:** any person age 18 and over who is or may be unable to care for themselves, or unable to protect themselves against significant harm or exploitation, due to mental or other disability, age, or illness, including any participant in a Special Needs Ministry. This definition includes Elder Adults as that term is used in the Safe Gatherings training program.

## **REQUIREMENTS FOR SERVING WITH PROTECTED PEOPLE**

**Minimum Age.** The minimum age for serving in Children’s Ministries is 12, in Special Needs Ministry is 16, and in Student Ministries is 18. In all instances, a Staff member or Covered Volunteer must be at least five years older than the oldest Child they serve.

Any Staff or volunteer under the age of 18 must be visually supervised by a Premises Monitor or other Certified adult. A Certified person serving in a supervisory capacity is personally accountable for the actions of the youth Staff or volunteer and those in the Covered Volunteer Welcome Period. Parents and guardians should be advised that Certification and supervision requirements do not apply to optional peer-to-peer mentoring that may be part of Student Ministries programming.

**Application.** All new Staff, Covered Volunteers, and Governance Committee Members will:

- Complete an employment, volunteer, or governance application, as applicable
- Acknowledge review of this Policy
- Acknowledge the Staff or Volunteer Covenant, as applicable

- Acknowledge the Reporting Suspected Violations of Policies, Laws, and Ethical Standards Policy

The Human Resources Lead Director (HR Lead Director) or a Staff member they designate will be responsible for reviewing employment applications for red flags. Staff applicants will be advised that Safe Gatherings Certification is a condition of employment and be invited to share any circumstances that might make Certification unachievable. Staff are not considered employed until the results of a Protect My Ministry background search have been reviewed by Security and communicated to the HR Lead Director or their designee.

The Church's volunteer application will ask about convictions and allegations relating to acts against Protected Persons, and other violent, abusive, or disqualifying acts or tendencies. The responsible Program/Team Director or their designee will review volunteer applications and the Nominations Committee Chair will review Governance Committee Member applications.

If a potential safety concern is identified in the review process, the Safety, Compliance, and Risk Management Lead Director (SCRM) must be advised. SCRM will have unfettered access to the Executive Team, the HR Lead Director, Church Governance Committees, and both Safe Gatherings and Great Plains Annual Conference staff to discuss any concerns relating to this Policy.

**Background Checks and Safety Education.** The Church will use the Safe Gatherings program, approved and adopted by the Great Plains Annual Conference of The United Methodist Church, to screen and train its Staff, Covered Volunteers, and Governance Committee Members. Safe Gatherings requires an online application, reference checks, multi-level background checks, online abuse prevention and boundary awareness training, and regular re-certification. Background checks are required for all Applicants age 16 and above. Parental consent is required to conduct a background check on anyone under the age of 18. The Church will cover the cost of all background checks and Safe Gatherings Certification.

Staff, Covered Volunteers, and Governance Committee Members who are at least 16 years old are required to complete the Safe Gatherings Certification process in their first 30 days of service. Younger Staff and Covered Volunteers must complete training through Safe Gathering's CongregationU program within the same time frame.

Additionally, all Covered Volunteers applying for initial Safe Gatherings Certification must successfully complete the requirements of the Covered Volunteer Welcome Period, which include:

- Volunteer Application
- Volunteer Interview with the location team/program director they will serve under
- Ministry-specific training

During the Covered Volunteer Welcome Period, the location team/program director will:

- Assist the Applicant with timely completion of the Safe Gatherings process
- Ensure visual supervision of the Applicant when working with Protected People
- Assess whether the Applicant is a good fit for the intended ministry

Before extending a final offer of employment, a Protect My Ministry (PMM) background search will be run on Staff Applicants. The PMM search tool will also be available for optional use by ministries that do not require Certification. Any request for a PMM search requires appropriate authorization.

Based on the results of the application, background and reference checks, the Volunteer Interview, and any other information brought to its attention regarding the fitness of an individual to serve Protected People, the Church may decline a person for service as Staff, a nominee for Governance Committee, or as a volunteer, and must take other action required under this Policy for the protection of Children or Vulnerable Adults. Any person posing a threat or determined to have been involved in the abuse or exploitation of a Protected Person, will not be hired or approved for service.

An Applicant must complete each requirement of the Covered Volunteer Welcome Period and achieve Safe Gatherings Certification (or CongregationU, if age appropriate) during the 30-day Covered Volunteer Welcome Period. Otherwise, an Applicant cannot be scheduled to work with Children or Vulnerable Adults until these requirements, including final Certification, are achieved.

**Staff and Volunteer Covenants.** Staff and Volunteer Covenants describe the Church's expectations regarding Christian service and personal moral fitness to serve in a leadership capacity. Covered Volunteers will be required to acknowledge the Volunteer Covenant as part of the application process. The Staff Covenant is included in the Employee Handbook and will be acknowledged when service begins and annually thereafter.

**Service Pending Certification.** Staff may train for their position prior to Certification but only under the visual supervision of another Certified Staff member. Covered Volunteers may perform assigned duties during the Covered Volunteer Welcome Period if they are visually supervised at all times by a Certified adult. Governance Committee Members are expected to complete the Safe Gatherings process within 30 days of election or appointment.

## **STAFF RESPONSIBILITIES**

Staff supervisors are responsible for ensuring continuous Certification of their direct reports and the Executive Assistant to the Senior Executive Director (Executive Assistant) is responsible for confirming Certification of each Governance Committee Member. It is the responsibility of each Program/Team Director to ensure Certification of every Covered Volunteer.

In addition to the detailed requirements set forth in the Procedures, the following is an overview of certain responsibilities of Staff required to ensure compliance with this Policy:

- **HR Lead Director.** If a Staff member fails to complete initial Certification within 30 days of hire or Certification of legacy Staff has lapsed, the HR Lead Director will issue a reminder to the Staff member and their direct supervisor. If not Certified within the next 30 days, the HR Lead Director will direct the Staff member's supervisor to issue a written warning. And, if not Certified 30 days thereafter (a total of 90 days after the hire date or lapse in Certification), the HR Lead Director will document suspension of the Staff member without pay until Certification is achieved or the Staff member is terminated.
- **Staff Supervisors.** Staff supervisors are responsible for reviewing monthly reports provided to the Change Leadership Team to identify Staff whose Certification will be expiring and working with Staff under their supervision to obtain timely re-Certification.
- **Staff.** Staff must complete the re-Certification process prior to expiration. Staff are prohibited from having Direct Contact with Protected People in the event Certification lapses. Failure to complete the process when required may result in corrective action, up to and including termination.
- **Program/Team Directors.** Program/Team Directors are responsible for ensuring each Covered Volunteer serving in their area who will be applying for their initial Certification complete the Covered Volunteer Welcome Period requirements. Additionally, when: (i) a Covered Volunteer is new to serving with their program/team; and (ii) when promoted or new to a position overseeing Covered Volunteers, the Program/Team Director will conduct a Volunteer Interview with each Covered Volunteer age 18 or older serving in that area. Guidance and an interview template are included in the Procedures posted on the All Staff hub.

Program/Team Directors are responsible for ensuring visual supervision of a Covered Volunteer whose Certification has lapsed. Program/Team Directors are required to report any recommendation that a

volunteer be removed from their position to the Executive Team member overseeing Programming and Ministries.

- **Lead Director.** Lead Directors are responsible for overseeing Staff and volunteer training appropriate to their ministry or program area.
- **Security Specialist.** Security will provide a monthly report to the Change Leadership Team of expiring and expired Safe Gatherings Certification with respect to Staff and to Directors of Operations with respect to Covered Volunteers. Security will notify the Executive Assistant of expiring or expired Certification of any Governance Committee Member.

## MONITORING AND REPORTING

Once Certified, continuing accountability is required to ensure the safest possible environment exists. Staff and Covered Volunteers are expected to promptly intervene, re-direct, and report behaviors that are not consistent with expectations and training.

The best way to avoid an incident or allegation is to follow the Two Adult Rule. When circumstances do not allow for supervision by two unrelated adults, the Rule of Three is required.

The Church prohibits Staff, Covered Volunteers, and any other person acting under its auspices to be alone with a Protected Person in a private setting except in emergency or other situation described in the Procedures. The Procedures address situations where private counseling is requested, a Vulnerable Adult is in a care setting, and other instances where Staff or a volunteer may find themselves in a one-on-one situation with a Protected Person. Online Ministries and electronic communications are generally expected to follow the guidelines for in-person activities.

Notwithstanding any other requirement of this Policy, the Church's early learning centers will be deemed in compliance with this Policy when they adhere to the ratios set forth by supervising state and local enforcement agencies.

**Incident Reports.** The Program/Team Director or Staff person in charge of a church-sponsored ministry or event serving Children or Vulnerable Adults must file a report in the event of an injury or reportable observation under this or any other policy of the Church. <https://my.resurrection.church/Registration/incident>

**Internal Reporting.** SCRM will review all incidents, accusations, or suspected violations of this Policy. Any allegations relating to Physical, Emotional, and Sexual Abuse or Sexual Harassment of Protected People participating in any ministry sponsored by the Church will be investigated in accordance with the Church's Reporting Suspected Violations of Policies, Laws, and Ethical Standards Policy. The Church's investigative and reporting process may involve the interview of relevant witnesses, public and private records, and engagement of third-party experts. The results of the investigation will be provided to the Executive Team, Governance Committee Members, and the District Superintendent, as required by policy. The Church, through SCRM, will report to law enforcement when a crime is alleged or it appears a crime may have been committed.

**Peer-to-Peer Incidents.** The Church does not tolerate the abuse of a Protected Person by another Protected Person. In the event the Church becomes aware of peer-to-peer misconduct among Children or Vulnerable Adults that would otherwise be prohibited under this Policy, the Church will complete an incident report,, make any report required as a mandated reporter, notify the parents or guardians of the people involved of the incident, and cooperate in the course of action they elect. SCRM will be responsible for coordinating any investigation in accordance with the Reporting Suspected Violations of Policies, Laws and Ethical Standards Policy, and responding to requests for information from authorities or the families involved.

**Mandatory Reporting.** The Church, through its pastors, counselors, teachers, and others providing childcare services, will make all reports required by law. Failure to report is a crime.

Staff, Governance Committee Members, and volunteers are required to immediately report concerns to supervising Staff or Program/Team Directors who will assess the reporting requirements in consultation with the appropriate Lead Director. Any questions regarding whether an incident should be reported may also be confidentially reviewed with a Church pastor. Any **suspected violation of policy, law, or ethical standards** must be reported immediately to SCRM.

In Kansas and Missouri, good faith reports of abuse are immune from liability.

**Kansas.** Anyone has the right to report suspected child or adult abuse, neglect, or exploitation directly to the State of Kansas at 800-922-5330, 24 hours a day, or in an emergency situation, to 911. For more information see [www.dcf.ks.gov](http://www.dcf.ks.gov).

**Missouri.** A report of child abuse, neglect, or exploitation may be made in the State of Missouri by calling 800-392-3738, 24 hours a day, or in an emergency situation, to 911. Anonymous reports are accepted from individuals who are not mandated by occupation to report. For more information, see [www.dss.mo.gov/cd/can.htm](http://www.dss.mo.gov/cd/can.htm). Elder abuse and neglect may be reported at 800-392-0210. See [www.health.mo.gov/safety/abuse](http://www.health.mo.gov/safety/abuse).

## **RIGHTS OF THE PEOPLE INVOLVED IN REPORTING**

The primary and most important purpose of this Policy is to prevent harm to Protected People. A secondary purpose is to protect the integrity of the Church by defining the expectations of the Church regarding the actions of Staff, volunteers, congregants and the public as they relate to the Church's desire to do no harm. Every allegation of abuse or violation of this Policy will be taken seriously and reviewed under the Church's Reporting Suspected Violations of Policies, Law, and Ethical Standards Policy.

Both the accuser and the accused will be treated with care, dignity, and support throughout the investigative process. The Church will exercise discretion in the conduct of an investigation, and to the extent possible, protect the privacy and good name of the individuals involved pending resolution. The reporting person and the accused will each receive an explanation of the Church's overall process and specific procedures for dealing with allegations of abuse of Protected People, including the Church's policy on reporting to civil and criminal authorities, all in accordance with the Church's Reporting Suspected Violations of Policies, Laws, and Ethical Standards Policy.

### **Rights of Person Making an Allegation.**

SCRM will ensure that any person alleging abuse of a Protected Person is provided prompt acknowledgement of the claim and investigation of the allegation. The person making a report will be notified when the investigation is closed.

### **Rights of the Accused.**

SCRM will ensure that a person accused of violating this Policy receives timely investigation and resolution of the allegation. The accused will be provided an opportunity to comment on the allegation as part of the investigative process and will be notified when the investigation is closed.

Following notification of civil and criminal authorities by SCRM, where appropriate, the HR Lead Director will notify the accused of limitations on their duties as Staff or a volunteer during the investigation. The information provided to the accused will be limited to that which is sufficient to enable them to respond to the allegation. Under no circumstance will information be shared that would compromise the investigation.

The accused will be notified that the Church will cooperate with authorities and expects the accused to do the same. The Church will not provide legal counsel to the accused. Based on the nature of the allegation, the accused may be prohibited from visiting any Church property or attending any in-person or online event sponsored by the Church pending resolution of the complaint. The accused will be advised they are not to contact or attempt to contact an alleged victim or the victim's family.

If Staff, Governance Committee Member, or any volunteer admits guilt or does not contest guilt, or there is a finding of guilt in a criminal court or liability in a civil court, the individual's role with the Church will be terminated immediately. The HR Lead Director will include this information in the permanent file of Staff. A security alert will be entered in the church management system and the Great Plains Annual Conference will be notified to protect against the reemployment or ability of the individual to volunteer in any other capacity, as determined by the Conference.

### **False Allegations.**

The Church recognizes the significant trauma experienced by abuse victims. The Church understands that there may also be harm and trauma in false accusations and will strive to minimize any adverse personal or professional consequences of unsubstantiated allegations against those falsely accused. The Church will work with the wrongly accused to restore their good name and, with their consent, inform the Church community of the outcome of the investigative process and the need for spiritual support and restorative justice in the wake of unsupported allegations.

## **INVESTIGATIONS**

Investigations relating to allegations of abuse of Protected People and violations of this Policy will be conducted by SCRM in accordance with the procedures implementing the Church's Reporting Suspected Violations of Policies, Laws and Ethical Standards Policy, as approved from time to time by the Church's Executive Team.

Any information indicating a crime may have been committed will be promptly reported to law enforcement regardless of the stage of the Church's investigation. The Church will cooperate in any investigation conducted by authorities regardless of the status of any internal investigation.

The Church will create and retain accurate records of allegations received, whether supported or not, and all actions taken in connection with any investigation relating to suspected violations of this Policy. Records will be kept on file in strict and secure confidence. Copies of original statements provided to authorities will be retained.

## **CONFIDENTIALITY IN REPORTING CONCERNS**

Ensuring an independent and confidential investigation and review process is critical to protecting the privacy and rights of all parties involved, conducting meaningful analysis, and reaching a determinative conclusion. Pastoral ethics do not extend to keeping a secret that could harm a Protected Person. Any suspicion of abuse must be brought to the immediate attention of a Staff supervisor, Program/Team Director, or event coordinator by Staff, volunteers, and any other person who observes or learns of facts that indicate a violation may have occurred so the Church can initiate an investigation. Reporting to any of these parties is a confidential communication. It is critical that information is only shared through appropriate channels and not, for example, posted to social media. Failure to observe procedural controls can jeopardize the value and integrity of the investigative process. If reporting to one of the named individuals is not appropriate due to their potential involvement in a situation of concern, a report may also be brought at any time to a Church pastor, HR Lead Director, Chair of the Staff-Parish Relations Committee, or SCRM.



## **PUBLIC COMMUNICATIONS**

Any media contact regarding an investigation or alleged violation of this Policy must be referred to the Church's Communications and Public Relations Lead Director. Protecting the privacy and confidentiality of all individuals pending resolution of an investigation is critical to conducting an independent review of the facts.

The Church will not comment on allegations or investigations. The Church will not attempt to resolve matters through social media. The Church will strictly comply with the expectations of this Policy and follow the Church's documented investigative procedures.

## **VIOLENT AND SEX OFFENDERS**

Any person convicted of a violent felony or any sex-related crime, including child pornography, is required to contact a Church pastor prior to worshipping at or attending any activities sponsored by the Church, whether in-person or online. Every offender known to the Church must execute a limited access agreement as provided in the Procedures and comply with the supervised attendance and other requirements of the Church governing their right to participate.

Any person who has information that an offender has or plans to engage in Church-sponsored worship or activities must immediately notify SCRM or the applicable Location Pastor. There is no exception to this requirement. Convictions are not confidential and the pastoral ethic of confidentiality does not extend to keeping secrets that could harm others.

Security will review search results of monthly public records reports to identify registered offenders actively attending any Church location based on information recorded in the church management system. Security will notify SCRM and the applicable Location Pastor of the results in accordance with the requirements of the Procedures.

Upon receipt of notice from any source, the Location Pastor or their designee will promptly contact an offender to determine if the person intends to participate in-person or through Online Ministries. If so, the Location Pastor will schedule a face-to-face meeting with the offender and at least one other Certified location staff member to review the Church's protocols regarding violent or sex offenders, the limited access agreement requirement, and the offender's ministry needs.

The limited access agreement will apply to all Church locations and online and will remain in place for as long as the offender attends the Church or until the agreement is otherwise amended. A copy of the executed agreement will be provided to the Senior Executive Director, the Executive Director Care Central, the Church Council Chair, and any chaperone named in the agreement.

A limited access agreement may be used in other circumstances described in the Procedures.

## **POLICY MANAGEMENT**

Management of this Policy is the responsibility of the Church's SCRM. In carrying out the duties and responsibilities of this Policy, the Church may rely on certain policies and procedures recommended or required by the Great Plains Annual Conference of The United Methodist Church.

A current version of this Policy will be posted on the Church's website. Recommendations for enhancement, identified areas of weakness, and most importantly, any **suspected violation of policy, law, or ethical standards** must be immediately reported to SCRM.

Consideration of individual circumstances may be requested as provided in the Procedures. In exceptional circumstances requiring immediate attention, a waiver may be granted by the Lead Director of the affected ministry and promptly reported to SCRM for further review and reporting in accordance with the Procedures.

**EXHIBIT A**  
**CODE OF CONDUCT – WORKING WITH PROTECTED PEOPLE**

The following Code of Conduct is intended to assist pastors, staff, and volunteers in making decisions about interactions with children and vulnerable adults. For clarification of any guideline, or to inquire about behaviors not addressed here, contact the Safety, Compliance, and Risk Management Lead Director.

Resurrection provides children and vulnerable adults (together, Protected People, as defined in the Church's Safety of Children and Vulnerable Adults Policy) with the highest quality services possible. We are committed to creating an environment for Protected People that is safe, nurturing, empowering, and that promotes growth and success.

No form of abuse will be tolerated and confirmed abuse will result in immediate termination of any employment or volunteer relationship with the Church. All reports of suspicious or inappropriate behavior relating to Protected People or allegations of abuse will be taken seriously and reviewed under the Church's Reporting Suspected Violations of Policies, Law, and Ethical Standards Policy. The Church will fully cooperate with authorities if allegations of abuse are made that require investigation.

This Code of Conduct outlines specific expectations of all pastors, staff, and volunteers who interact with Protected People as we strive to accomplish our mission together.

1. Protected People will be treated with respect at all times.
2. Protected People will be treated fairly regardless of sex, age, race, ethnicity, cultural heritage, economic status, sexual orientation, gender identity, religion, or ability.
3. Pastors, staff, and volunteers will adhere to the Best Practices outlined by the Church in procedures supporting the Safety of Children and Vulnerable Adults Policy.
4. Pastors, staff, and volunteers will adhere to uniform standards of appropriate and inappropriate verbal interactions as outlined by the Church.
5. Pastors, staff, and volunteers will not stare at or comment on Protected People's bodies.
6. Pastors, staff, and volunteers will not date or become romantically involved with any Protected Person.
7. Pastors, staff, and volunteers will not use or be under the influence of alcohol or illegal drugs in the presence of Protected People.
8. Pastors, staff, and volunteers will not have sexually oriented materials, including printed or online pornography, on Church property or Church devices.
9. Pastors, staff, and volunteers will not have secrets with Protected People and will only provide gifts when given to all Protected People in the same setting.
10. Pastors, staff, and volunteers are prohibited from working one-on-one with Protected People in a private setting except in accordance with Church procedures.
11. Pastors, staff, and volunteers will not withhold food, water, or shelter from or abuse Protected People or otherwise abuse or neglect Protected People in any way, including:
  - a. *Physical abuse* – hitting, spanking, slapping, unnecessary restraint
  - b. *Verbal abuse* – degrading, threatening, cursing
  - c. *Sexual abuse* – inappropriate touching, exposing oneself, sexually oriented conversations
  - d. *Mental abuse* – shaming, humiliation, cruelty
12. The Church will not tolerate the mistreatment or abuse of a Protected Person by another Protected Person and will take steps necessary to eliminate such actions or behavior when made aware of such events.

13. The Church will not tolerate any behavior that is classified as bullying, and when aware of such actions, will take steps to eliminate such behavior.

Bullying is aggressive behavior that is intentional, repeated over time, and involves an imbalance of power or strength. Bullying can take on various forms, including:

- a. *Physical bullying* – when one person engages in physical force against another person, such as hitting, punching, pushing, kicking, pinching, or restraining another
- b. *Verbal bullying* - when someone uses their words to hurt another, such as by belittling or calling another a hurtful name
- c. *Nonverbal or relational bullying* – when one person manipulates a relationship or a desired relationship to harm another person. This includes social exclusion, friendship manipulation, or gossip. This type of bullying also includes intimidating another person by using gestures.
- d. *Cyberbullying* – the intentional and overt act of aggression toward another person by way of any technological tool, such as email, instant messages, text messages, digital pictures or images, or website posting (including blogs). Cyberbullying can involve:
  - i. Sending mean, vulgar, or threatening message or images
  - ii. Posting sensitive, private information about another person
  - iii. Pretending to be someone else in order to make that person look bad
  - iv. Intentionally excluding someone from an online group
  - v. Hazing or other activity that expects a person to engage in humiliating, degrading, abusive, or dangerous behavior
  - vi. Sexualized bullying, including sexting, innuendos, threats relating to or exposure of body parts

Anyone who sees an act of bullying and then encourages it is also engaged in an act of bullying.

14. Pastors, staff, and volunteers must follow mandatory reporting requirements and be aware of legal and ethical guidelines to recognize and report suspicions of mistreatment and abuse. They will:
  - a. Be Safe Gatherings certified when required by the Church, including completion of training to recognize symptoms of child abuse and neglect, including physical, sexual, and emotional abuse.
  - b. Understand the Church’s Safety of Children and Vulnerable Adults Policy.
  - c. Report suspected abuse or neglect of a Protected Person to the appropriate authorities under mandatory reporting laws when required.
  - d. If not a mandatory reporter, report suspected abuse or neglect to a Church pastor, program/team director, or staff supervisor.
  - e. Report any suspected violation of policy, law, or ethical standards to the Church’s Safety, Compliance, and Risk Management Lead Director.
  - f. Cooperate fully with authorities in the investigation of any case of alleged abuse. Failure to do so may be grounds for termination of an employment or volunteer relationship with the Church.
15. Pastors, staff, and volunteers who work with Protected People may not be a threat to or have engaged, accused, or been convicted of, abuse of a Protected Person, indecency with a Protected Person, or injury to a Protected Person.