



## Child Protection & Abuse Prevention Policy

### I. Background Principles

Abuse damages trust. It inflicts spiritual, physical, and emotional wounds. Abuse is destructive.

Newberg Friends is committed to provide

- protective care for all children,
- guidance and protection for workers,
- protection for its ministries,
- information and instruction regarding policies and procedures relating to the protection of children and the prevention of child abuse.

### II. Definitions

**Abuse:** any physical injury that has been caused by other than accidental means; any mental injury that includes only observable and substantial impairment of the child's mental or psychological ability to function caused by cruelty to the child; any sexual abuse (ORS 418.760)

**Child:** An unmarried person under the age of eighteen (18).

**Worker:** a person paid by the church to perform a specific function; a person who performs work without pay (volunteer); a person appointed to fill an office in the church.

**Two-Adult Rule:** When feasible, workers avoid being alone with a child except in public places in view of others or with parental permission.

### **III. Specific Policies**

All workers who minister to and/or work with children must complete an application form and undergo a criminal background check, both of which will be kept confidential. Criminal background checks will be conducted at least once every two (2) years. Access to these records will be restricted to

- the lead pastor or appointed designee,
- the presiding clerk of the meeting,
- the clerk of the elders,
- and the pastors of youth and children's ministries.

Persons who have a founded report of abuse against another person of any age, have a criminal record that includes any crimes of violence, or are under investigation for a crime are not eligible for work with children.

Adults working with children should immediately report to the specific program supervisor any behavior that appears to be abusive or inappropriate. Any suspected abuse must also be reported. The pastors of youth and children's ministries will be responsible for the formal reporting and follow-up of child abuse allegations.

The pastors of youth and children's ministries are responsible for the training and education of all adults working with children at Newberg Friends.