

Policies for the Protection of Children and Youth

St. Barnabas Episcopal Church, Bay Village, Ohio

This policy will be posted in areas where activities for children and youth occur, will be given to all adults who regularly work with children or youth, and will be given to parents of children and youth.

I. Introduction

The aim of this policy is to make our church a safe place: safe for the children entrusted to our care, and safe for those who are responsible for our children. This policy reinforces the promises made in our Baptismal Covenant to respect the dignity of every human being.

II. Screening and Selection for Ministry with Children and Youth

1. St. Barnabas requires background checks for all employees. Background checks will include the following: a.) a written application, b.) a public record check, c.) an interview, and d.) reference checks. Employees must have up-to-date certification in Safeguarding God's Children.
2. Unpaid volunteers who have regular contact with children (i.e. Sunday School teachers, youth leaders, music leaders, etc.) will complete an application and simple public records check. Regular volunteers must have up-to-date certification in Safeguarding God's Children.
3. No volunteers will be permitted to work with children or youth until they have been known to the clergy or congregation for at least six months. Volunteers should have up-to-date certification in Safeguarding God's Children.

III. Behavioral Standards for Ministry with Children

1. Adults shall never, under any circumstances: provide children or youth with non-sacramental alcohol, illegal drugs, or pornography.
2. Adults shall not consume non-sacramental alcohol, use illegal drugs, or misuse legal drugs at any children's or youth event.
3. Adults shall not be under the influence of alcohol, illegal drugs, or misused legal drugs at any children's or youth event, engage in illegal behavior or permit other adults, children, or youth to engage in illegal behavior, engage in any sexual, romantic, illicit, or secretive relationship or conduct with any child or youth, or discuss their own sexual activities or fantasies with children or youth.
4. Neither adults nor children may possess firearms or other weapons at any children or youth activity.

IV. Monitoring Programs and Interactions with Children and Youth

1. Plans for all events and ministries for children and youth must include at least two unrelated adults (meaning: not members of the same nuclear family) present at all times.
 - a. It may be appropriate for a Sunday School class to have only one teacher if at least one other adult can maintain visual contact with the teacher.
2. Any new programs, trips, or events that involve children or youth should be given prior approval by the Rector or Priest-in-Charge.
3. Adults who work with children or youth within the parish and maintain a separate, mentoring, or private relationship with any unrelated child from the church away from sanctioned church activities should alert the Rector or Priest-in-Charge to the relationship.
4. Parish computers must have adequate password protection. If occasion arises for a child or youth to use a parish computer, they must be monitored at all times by an adult.

V. Education and Training

1. St. Barnabas will direct clergy, lay employees, and volunteers who work with children or youth to maintain up-to-date certification in Safeguarding God's Children, as defined by the Diocese of Ohio.

VI. Responding to Concerns

1. Anyone who knows of a violation of any policies must immediately report the violation to the Rector or Priest-in-Charge, who must inform the Wardens of the parish within 48 hours. If the violation involves the Rector or Priest-in Charge, the violation should be reported directly to the Wardens, whose contact information is found in the weekly bulletin or can be obtained by calling the parish office at 440-871-6200.
2. When applicable, the St. Barnabas *Sexual Misconduct Policies and Procedures* will be followed. This includes standards for diocesan involvement in matters of sexual misconduct and the report of sexual abuse to civil authorities. Any accusation of sexual abuse of a minor should be immediately reported to the Cuyahoga County Child Abuse Hotline at 216-696-KIDS (5437).
3. Violations of these policies that do not fall under the St. Barnabas *Sexual Misconduct Policies and Procedures* will be dealt with at the discretion of the Rector/Priest-in-Charge in consultation with the Wardens of the parish.

Approved by the Vestry of St. Barnabas Episcopal Church on September 8, 2019