

## Child Safety Policy

### ABUSE TOLERANCE

Burnt Store Presbyterian Church has a **zero tolerance** for abuse in ministry programs and ministry activities. It is the responsibility of every staff member and volunteer at BSPC to act in the best interest of all children in every program.

In the event that staff or volunteers observe any inappropriate behaviors (i.e. policy violations, neglectful supervision, poor role-modeling, etc.) or suspected abuse (physical, emotional, or sexual) it is their responsibility to immediately report their observations to Pastor Jaco Bester.

### REPORTING SUSPICIOUS OR INAPPROPRIATE BEHAVIORS

Burnt Store Presbyterian Church is committed to providing a safe, secure environment for children and their families. To this end, any report of inappropriate behaviors or suspicions of abuse will be taken seriously and will be reported, in accordance with this policy and state law.

An element of the safe environment referenced above includes the fostering of a culture of reporting relevant information to Pastor Jaco or the Clerk of Session. Because sexual abusers 'groom' children for abuse, it is possible a staff member or volunteer may witness behavior intended to 'groom' a child for sexual abuse. Staff members and volunteers are asked to report 'grooming' behavior, any policy violations, or any suspicious behaviors.

### ENFORCEMENT OF POLICIES

BSPC staff members and volunteers who supervise other staff members or volunteers are charged with the diligent enforcement of all BSPC policies. Violations of these policies are grounds for immediate dismissal, disciplinary action, or reassignment from a position in Children's Ministries - for both volunteers and staff members. Final decisions related to policy violations will be the responsibility of Pastor Jaco Bester and the Session.