

THE PRESBYTERY OF NORTHERN NEW YORK CHILD PROTECTION POLICY

General Purpose Statement The Presbytery of Northern New York (PNNY) seeks to provide a safe and secure environment for the children who participate in our programs and activities. By implementing the below practices, our goal is to protect the children who participate in our programs and activities from incidents of misconduct or inappropriate behavior while also protecting our employees and volunteers from false accusations.

A. Definitions

For purposes of this policy, the terms “child” or “children” include all persons under the age of eighteen (18) years. The term “employee” includes paid persons who work with children. The term “volunteer” means an unpaid person who works with children.

For purposes of this policy, “child abuse” is any action (or lack of action) that endangers or harms a child’s physical, psychological or emotional health and development. Child abuse occurs in different ways and includes the following:

1. Physical abuse - any physical injury to a child that is not accidental, such as beating, shaking, burns, and biting.
2. Emotional abuse - emotional injury when the child is not nurtured or provided with love and security, such as an environment of constant criticism, belittling and persistent teasing.
3. Sexual abuse - any sexual activity between a child and an adult or between a child and another child at least four years older than the victim, including activities such as fondling, exhibitionism, intercourse, incest, online (Internet, cellular telephone, tablet) inappropriate pictures, solicitation (“sexting”) or abusive remarks, and pornography.
4. Neglect - depriving a child of his or her essential needs, such as adequate food, water, shelter, and medical care.

B. Requirements for Working with Children

All persons who desire to work with the children participating in our programs and activities will be screened. This screening includes the following:

1. Six Month Rule:

No employee or volunteer will be considered for any position involving contact with minors until she/he has been involved with the PNNY for a minimum of six (6) months. This time of interaction between our leadership and the applicant allows for better evaluation and suitability of the applicant for working with children.

2. Written Application:

All volunteers seeking to work with children must complete and sign a written application in a form to be supplied by us. The application will request basic information from the applicant and will inquire into their previous experience with children, prior church affiliation(s), references, and employment information, as well as disclosure of any criminal convictions. The application form will be maintained in confidence on file at the PNNY offices

3. Personal Interview

Upon completion of the application, a face-to-face interview may be scheduled with the applicant to discuss his/her suitability for the position.

4. Reference Checks

Before a volunteer is permitted to work with children, at least three of the applicants’ references will be checked. These references should be of an institutional nature, preferably

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from organizations where the applicant has worked with children in the past. An additional reference should be a personal reference of someone who can speak to how well the applicant works with children. Reference checks will be performed every three years. Documentation of the reference checks will be maintained in confidence on file at the PNNY offices.

5. Criminal Background Check

A national criminal background check is required for all employees (regardless of position) and volunteers as defined above. Before a background check is run, prospective workers will be asked to sign an authorization form allowing the Presbytery to run the check. If an individual declines to sign the authorization form, s/he will be unable to work with children. A disqualifying offense that will keep an individual from working with children will be determined by an Executive Staff Member or the Stated Clerk on a case-by-case basis in light of all the surrounding circumstances. Generally, convictions for an offense involving children and/or for offenses involving violence, dishonesty, illegal substances, indecency and any conduct contrary to our mission will preclude someone from being permitted to work with children. Failure to disclose a criminal conviction on the application form will also be a disqualifying event. The background check authorization form and results will be maintained in confidence on file at the PNNY offices.

C. Two Adult Rule

It is our goal that a minimum of two unrelated adult workers will attend always when children are being supervised during our programs and activities. Some youth classes may have only one adult teacher in attendance during the class session; in these instances, doors to the classroom should remain open and there should be no fewer than three students with the adult teacher. We do not allow minors to be alone with one adult on our premises or in any sponsored activity unless in a counseling situation.

D. Responding to Allegations of Child Abuse

Childcare workers may have the opportunity to become aware of abuse or neglect of the children under our care. In the event that an individual involved in the care of children at a PNNY event becomes aware of suspected abuse or neglect of a child under his/her care, this should be reported immediately to the Stated Clerk for further action, including reporting to authorities as may be mandated by state law. In the event that an incident of abuse or neglect is alleged to have occurred at a PSNE event or during our sponsored programs or activities, the following procedure shall be followed:

1. The parent or guardian of the child will be notified.
2. The worker alleged to be the perpetrator of the abuse or misconduct will immediately be placed on leave from working with children, pending an investigation, and instructed to remain away from the premises during the investigation.
3. Civil authorities will be notified, and the PNNY will comply with the state's requirements regarding mandatory reporting of abuse, as the law then exists. The PNNY will fully cooperate with the investigation of the incident by civil authorities.
4. Our insurance company will be notified, and we will complete an incident report. Any documents received relating to the incident and/or allegations will immediately be forwarded to the insurance company.
5. Our Stated Clerk will be our spokesperson to the media concerning incidents of abuse or neglect unless he or she is alleged to be involved. We will seek the advice of legal counsel

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before responding to media inquiries or releasing information to the Presbytery. All other representatives of the Presbytery should refrain from speaking to the media.

6. A pastoral visit will be arranged for those who desire it.
7. Any person who is not found innocent of the alleged abuse or misconduct will be removed from their position working with children or youth.

Additional Provisions Regarding Child Protection

E. Open Door Policy

Classroom and daycare doors should remain open unless there is a window in the door or a side window beside it. Doors should never be locked while persons are inside the room.

F. Teenage Workers

We recognize that there may be times when it is necessary or desirable for babysitters (paid or volunteer) who are under age 18 to assist in caring for children during programs or activities. The following guidelines apply to teenage workers:

1. Must be at least age 13.
2. Must be screened as specified above.
3. Must be under the supervision of an adult and must never be left alone with children.

G. Sick Child Policy

It is our desire to provide a healthy and safe environment for all the children at our activities. Parents are encouraged to be considerate of other children when deciding whether to place a child under our care. In general, children with the following symptoms should NOT be dropped off:

1. Fever, diarrhea, or vomiting within the last 48 hours;
2. A runny nose with a green or a yellow color;
3. Eye or skin infections; and/or
4. Other symptoms of a communicable or infectious disease.

Children who are observed by our workers to be ill will be separated from other children and the parent or guardian will be contacted to ask that the child is picked up for the day.

H. Medications Policy

It is the policy of the PNNY not to administer either prescription or non-prescription medications to the children under our care. Medications should be administered by a parent at home. Parents are reminded of our sick child policy. Exceptions to the medications policy may be granted to parents of children with potentially life-threatening conditions (such as asthma or severe allergic reactions). Parents of such children should address their situation with the adult childcare leader to develop a plan of action.

I. Discipline Policy

It is the policy of the PNNY not to administer corporal punishment, even if parents have suggested or given permission for it. There should be no spanking, grabbing, hitting, or other physical discipline of children. Workers should consult with the Executive Staff Member if assistance is needed with disciplinary issues.

J. Restroom Guidelines

Children five years of age and younger should use a classroom bathroom if one is available. If a classroom bathroom is not available, workers should escort a group of at least

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two children to the hallway bathroom. They should always go in a group, never taking a child to the bathroom alone. The workers should check the bathroom first to make sure that it is empty, and then allow the children inside. The workers should then remain outside the bathroom door and escort the children back to the classroom. If a child is taking longer than seems necessary, the worker should open the bathroom door and call the child's name. If a child requires assistance, the workers should prop open the bathroom door, and leave the stall door open as they assist the child.

For children over the age of five, at least one adult male should take boys to the restroom and at least one adult female should take girls. The worker should check the bathroom first to make sure that the bathroom

is empty, and then allow the children inside. The worker should then remain outside the bathroom door and escort the children back to the classroom.

For the protection of all, workers should never be alone with a child in a bathroom with the door closed and never be in a closed bathroom stall with a child. Parents are strongly encouraged to have their children visit the bathroom prior to each class.

K. Accidental Injuries to Children

In the event that a child or youth is injured while under our care, the following steps should be followed:

1. For minor injuries, scrapes, and bruises, workers will provide First Aid (Band-Aids, etc.) as appropriate and will notify the child's parent or guardian of the injury at the time the child is picked up from our care.
2. For injuries requiring medical treatment beyond simple First Aid, the parent and/or guardian will immediately be summoned in addition to the worker's supervisor. If warranted by circumstances, an ambulance will be called.
3. Once the child has received appropriate medical attention, an incident report will be completed in the case of injuries needing treatment by a medical professional.

L. Training

The PNNY shall provide training on this policy to all volunteers on an annual basis. All volunteers shall be required to attend these training events.

Approved by the PNNY Coordinating Council – May 23, 2019 Approved by PNNY,

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Appendix A
Volunteer Application Form

Application Date: _____/_____/_____ (yyyy/mm/dd)

Your Information:

Name: _____

Telephone: (_____) _____ - _____ [home]

(_____) _____ - _____ [cell]

(_____) _____ - _____ [spouse]

Address: _____

Address (line 2) _____

City: _____ State: _____ Zip: _____

In what children/youth program(s) are you seeking to become involved?

What skills or interests do you bring to the child/youth program(s)?

What experience with children/youth have you had in the past five years?

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List of Past Experiences and Organizations working with Children/Youth

Dates (yyyy/mm/dd)	Contact Person	Phone	Organization
/ /		() -	
/ /		() -	
/ /		() -	
/ /		() -	

Have you at any time ever ...

- Yes No ... been arrested for any reason
- Yes No ... been convicted, or pleaded no contest to, any crime involving children
- Yes No ... been convicted, or pleaded no contest to a moving violation in the past 3 years
- Yes No ... engaged in, or been accused of, any act of child molestation and/or exploitation, abuse, or neglect?

Are you aware of ...

- Yes No ... having any traits or tendencies that could pose a threat to children, youth, or others?
- Yes No ... any reason you should not work with children, youth, or others?

If the answer to any of the above questions is yes, please provide an explanation below:

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Church Activity:

What church(es) have you attended in the past five years?

Church Name	Start Date (yyyy/mm/dd)	End Date (yyyy/mm/dd)	Phone	Pastor
	/ /	/ /	() -	
	/ /	/ /	() -	
	/ /	/ /	() -	
	/ /	/ /	() -	

References (other than family members)

Name	Relationship	Address	Phone
			() -
			() -
			() -
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Applicant verification and release:

I recognize that the Presbytery of Northern New York is relying upon the accuracy of the information contained herein. Accordingly, I attest and affirm that all the information that I have provided is completely true and correct.

I authorize the Presbytery of Southern New England to contact any person or entity listed in this application and I further authorize any such person or entity to provide Presbytery of Southern New England with information, opinions, and impressions relating to my background or qualifications.

I further authorize the Presbytery of Southern New England to conduct a criminal background investigation and /or child abuse investigation if the check is deemed necessary.

I voluntarily release the Presbytery of Southern New England and any such organization or entity listed herein by me from liability involving the communication of information relating to my background or qualifications.

I have carefully read the Presbytery of Northern New England Child Protection Policy.

Signature _____ Date ____/____/____

Witness _____ Date ____/____/____