Child Safety Policy

Purpose

Immanuel Baptist Church is committed to a safe ministry environment to protect the physical, emotional, mental, and spiritual well-being of children and students and special needs adults. These guidelines are intended to:

- Provide a safe environment for the children's ministry and the student ministry
- Reduce the risk of physical, sexual, or any abuse of minors or adults with special needs
- Reduce the possibility of false accusations of abuse

Immanuel Baptist has made a commitment to the following:

1. The selection and screening of all volunteers affecting children's ministries to include the following ministries: children's ministry, youth group ministry, safety, staff, elders, and deacons.
    - A written application (includes references) of new volunteers
    - Interview of the applicant of new volunteers
    - A criminal background check (all volunteers 18 years or older)
2. No volunteer with criminal convictions or pleas of no contest (nolo contendre) related to minors will be allowed to work with children. All other criminal charges and convictions will be evaluated on a case-by-case basis.
3. Adherence to the Child Safety Program Manual and Illness Guidelines.
4. Regular sexual abuse awareness training.
5. Review the Child Safety Program Manual annually.
6. Reporting of abuse allegations to appropriate channels as defined in the Child Safety Program Manual.
7. The performance of annual compliance audits to include the deacon of Safety, Student Ministry Pastor and Children's Ministry Director.

Accountability

The Children's Ministry Director and the Student Ministry Pastor are responsible for implementing and maintaining the Child Safety Policy, maintaining compliance with the Child Safety Program Manual and Illness Guidelines, and identifying and reporting compliance to the elders of the church.