



## Child Protection and Sexual Misconduct Response Policy (Updated — 10/20/22)



1. Requirement of Regular Attendance
  - Bethany Bible Fellowship Church (hereinafter referred to as the “Church”) will not allow any person to serve in the regular, weekly childcare ministries of the Church if that person has not been in regular attendance of the Church (attending services at least twice a month) for at least 6 months.
  - Attendees that are taking care of their own child(ren) may use the childcare facilities but if they have not presented a background check and have not attended for 6 months they may not partake in the care of other children.
2. Requirement of Background Clearances
  - The Church will require background clearances in accordance with the BFC Faith and Order and Pennsylvania State law for:
    - Any individual 14 years of age or older applying for a paid position as an employee.
    - Any individual nominated to the office of Elder or Deacon.
    - Any individual nominated to serve on the Safety Team
    - Any adult applying for an unpaid position as a volunteer responsible for the welfare of a child or having direct contact with children.
  - These background checks will be required before the employee/volunteer begins their position, and then every 5 years subsequently.
  - If a cleared employee/volunteer later becomes disqualified, s/he has 72 hours to alert their supervisor in writing of such disqualification; s/he will then be removed from employment/the volunteer position.
3. Mandated Reporting of Suspected Child Abuse or Sexual Misconduct
  - All employees/adult volunteers of the Church who are responsible for the welfare of a child or having direct contact with children are considered Mandated Reporters, and therefore must report suspected child abuse.
  - The process for reporting suspected child abuse is as follows:
    - Call the ChildLine: 800-932-0313 *immediately*, THEN
    - *Immediately thereafter* inform your supervisor (who shall facilitate the church’s cooperation, or face criminal charges for intimidation/retaliation/obstruction), THEN
    - Submit (you, not your supervisor) a written report *within 48 hours* to the Church’s Board of Elders.
4. Acknowledgement of receipt and agreement with this policy
  - All employees/adult volunteers of the Church who are responsible for the welfare of a child or having direct contact with children must acknowledge that they have received, read, and agreed with the above stated policy.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Name (Printed): \_\_\_\_\_