

**KILPATRICK BAPTIST ASSOCIATION
CHILD PROTECTION POLICY & AGREEMENT FORM**

PURPOSE: The purpose of this policy is to protect the children within the churches of our Kilpatrick Baptist Association (KBA) as they participate in KBA functions and to protect the children in mission areas where adults from the KBA serve on KBA sponsored events.

SCOPE: This policy covers Kilpatrick Baptist Associational functions only. It has no bearing on the internal policies or practices of any Kilpatrick Baptist Associational Church.

I. KBA CHILD PROTECTION POLICY

- A. The Kilpatrick Baptist Association is committed to protecting preschoolers, children and youth from sexual, emotional and physical abuse. The Kilpatrick Baptist Association has a Zero-Tolerance Policy prohibiting any act of sexual, emotional, or physical abuse. This policy requires that all Kilpatrick Baptist Association employees and volunteers immediately report to the KBA child protection designee of any occurrence or suspected occurrence.
- B. Any paid employee or volunteer who works with children (age 17 or under) will be given the definition of child abuse in writing, as well as the policy on reporting child abuse. All paid employees and volunteers are required to view child abuse prevention video (s) and read the written materials available on the subject to help a worker gain an appreciation for the reality of the concern. The definition and training should help workers identify child abuse if they see signs of it.
- C. The Kilpatrick Baptist Association practices the unannounced supervisory drop in procedure. This means that throughout any event where children or youth are involved there will be unannounced visits by event supervisors into all areas during the event. One or both of the following will also be practiced at all times during the event:
 - 1. The “two adult” rule, which requires a reasonable number of adult workers to be maintained in each situation involving the supervision of children and youth, but with a minimum of two workers (that are not married to each other or members of the same family). A married couple or two family members account for only “one” in the “two adult” rule.
 - 2. The open door rule, which requires the door to the room to be open at all times if there is only one worker in the room with the youth or children.
- D. All employees and volunteers will have a registration on file that includes a legal release statement allowing the KBA to conduct criminal background checks or a “Certification of National Criminal Background Check and Indemnification” Form. The registration form may include questions pertaining to working with children and/or youth, personal interviews, current address information, former

churches, references, and general experience in working with children and/or youth.

- E. A criminal background check will be conducted on all employees. A criminal background check will also be conducted on all volunteers having a Kilpatrick Baptist Association planned assignment with children and/or youth. (This check includes only crimes for which a person is convicted and sentenced in a court of law. It does not include a motor vehicles check. Crimes which would prohibit participation would include but not be limited to those of a violent or sexual nature.) Should the results of a background check determine that an individual may not participate in a KBA event, that individual will be notified in person and in writing. Criminal background checks will be conducted on all employees and volunteers every three years.
- F. Churches, organizations and/or individuals who utilize KBA facilities or attend KBA sponsored events for children and/or youth are encouraged to have a child protection policy in place and being enforced. The policy will include a minimum of a national criminal background check performed within the past three years. If a check has been completed, the attached form “Certification of National Criminal Background Check and Indemnification” will be accepted in lieu of having an additional background check.
- G. An identification system will be utilized during KBA events/ministries so that when an adult drops off a child there is a way to verify that only that same adult or his/her designee picks up that child.

II DEFINITIONS

A Defining Child Abuse

- Emotional Abuse: Occurs when a child’s emotional and mental health are not being met
- Neglect: Occurs when a child’s needs for food, shelter, clothing, or supervision have not been met
- Physical Abuse: Occurs when someone inflicts visible or invisible bodily harm
- Sexual Abuse: Involves direct or indirect sexual acts or behavior including but not limited to language and audio visual materials

B. Identifying Physical and Behavioral Indicators of Abuse/Neglect

Disclaimer: *These indicators are not exhaustive and do not verify actual abuse; however, when observed, they may warrant further investigation. If these indicators are detected, see reporting procedure.*

- Wary of others
- Clingy (clinging) to others
- Uncomfortable with emotions (crying)
- Emotionally detached
- Extreme changes in behavior when not around parents
- Manipulative or controlling/Poor image of self
- Delinquent behavior
- Self-mutilation, drug, and alcohol abuse
- Bruises, welts, burns, bite marks, bed wetting, fractures
- Reluctant to change clothes in front of others
- Questionable sexual behavior, knowledge beyond the particular developmental age
- Promiscuous
- Withdrawn, distant
- Self-conscious
- Obsessively clean
- Extreme compliance or defiant
- Anxious
- Fearful
- Pain or itching in genital area
- Injury to genital area

III REPORTING PROCEDURE

- A. Any suspicion or allegation of abuse and/or neglect of a child by a staff member, a family member or any individuals shall be confidentially reported to the Kilpatrick Baptist Association child protection designee immediately. Do not treat any suspicion or accusation as frivolous.
- B. The decisions regarding further assessment of any danger, seeking consultation, notification of parents/custody holders, and any further necessary services will be based on the decision of the Kilpatrick Baptist Association Child Protection designee following consultation with the Associational Missionary.

MEDIA COMMUNICATION

The KBA Associational Missionary should handle all press communications related to sexual molestation. All questions and inquiries should be referred to this individual.

AGREEMENT STATEMENT AND SIGNATURE

I have read this KBA Child Protection Policy document, and understand Sections I, II, and III. I agree to abide by the policy and procedures as detailed in this document.

Print Name: _____

Employee/Volunteer Signature: _____

Date: _____