

**Calvary Crossroads Church  
Child Protection Policy**

This policy is intended to govern all childcare and children's programming provided at Calvary Crossroads other than those events which may have their own policy approved by Calvary Crossroads Church (e.g., Nursery, Vacation Bible School, GEM's).

All workers must satisfactorily complete an application, submit to a background check, and participate in an interview prior to being approved to work within the children's program here at Calvary Crossroads. In addition, as training is offered it is expected that all volunteers and staff will make every effort to participate.

Each worker must sign below, certifying that he/she has read, understands and agrees to abide by these policies for Calvary Crossroad Church.

No one with a documented history of committing child abuse or child sexual abuse will be permitted to serve in any position at any level in the children's ministry at Calvary Crossroads. Each person must certify below by declaring eligibility that he/she is free from any documented history of committing child abuse or child sexual abuse or has been cleared by an appropriate legal authority and by interview with appropriate leadership at Crossroads to serve in any specific capacity.

No worker is to be isolated with a child. Ideally two adults or 1 adult and 1 youth will be with children at all times. If one adult is with children/youth, doors will remain open where the children and adult will be visible to any person passing by.

No worker is to be alone with a child in the bathroom. Children will be accompanied to the bathroom by their leader who will remain outside while the child uses the bathroom. The bathroom door is to remain open at all times. Should assistance be requested, the leader shall provide only as much assistance as is necessary. Elementary age children may choose a same-sex "buddy" to accompany him/her to the bathroom.

No worker, as a part of his or her ministry involvement here at Calvary Crossroads, may have children over to his or her home or other location without another adult being present and the event being approved and properly supervised.

No worker may physically discipline or restrain a child. At times it may become necessary to intervene with a child who is misbehaving in a manner that disrupts or endangers another. It is our policy to first redirect the child to a more appropriate activity. Secondary measures include removal from the situation to a quiet (yet visible) area for a brief period of time. Should assistance be needed please refer first to the appropriate Leader/Director or to the Children's Pastor.

All injuries are to be immediately reported to the appropriate Leader/Director or to the Children's Pastor. An "ouch report" will be filled out for all children that get hurt. It will state the child's name, leader's name, as well as, where and what time the incident transpired. It will have a brief description of the incident and what the leader did to help the child recover. The form will be given to a parent upon arrival. If there is an emergency, the parent (or other specified contact) will be contacted immediately.

This is to certify that I have read, understand and agree to abide by the above policies, and that I am eligible to serve in the children's ministry at Calvary Crossroads.

Signature: \_\_\_\_\_ Name: \_\_\_\_\_ Date \_\_\_\_\_

If under the age of 18, please have parent or guardian sign below.

Signature: \_\_\_\_\_ Name: \_\_\_\_\_ Date \_\_\_\_\_

Additional Approval if necessary by: \_\_\_\_\_ Date \_\_\_\_\_

(Revised 9/3/2009)