

## Child and Youth Protection Code of Conduct

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The Foursquare Church is committed to protecting and releasing in our children the calling God has placed on their lives. We look to 1 Thessalonians 5:23 as a guide: “...may your spirit and soul and body be preserved complete...” (NASB). We have been charged by God with the responsibility of protecting each child’s spirit, soul, and body; we will do everything possible to fulfill that charge.

We are committed to creating a safe and nurturing environment that fosters spiritual, emotional, and physical health for all children who participate in our ministries. We are also committed to protecting staff members and volunteers from unwarranted accusations. To that end, all staff members and volunteers who work with our children must abide by this Foursquare “Child and youth Protection Code of Conduct.”

### **Staff Members and Volunteers of The Foursquare Church will...**

- 1 Treat children with respect and fairness at all times, regardless of the child’s race, sex, age, or religion.
- 2 Respond with Christian love and understanding in all situations.
- 3 Act as positive role model for children by maintaining an attitude of respect, loyalty, patience, courtesy, and maturity.
- 4 Dress appropriately and avoid wearing provocative and/or revealing clothing.
- 5 Engage in appropriate displays of affection, as defined in Sections 4.2, 9.3 and 9.4.
- 6 Refrain from inappropriate physical interactions as defined in Section 9.3.
- 7 Refrain from using inappropriate corrective measures as defined in Section 9.5.
- 8 Refrain from swearing or telling off-color jokes.
- 9 Avoid involving children in personal problems or issues.
- 10 Refrain from having secrets with children.
- 11 Not abuse alcohol or drugs.
- 12 Refrain from discussing sexual encounters in the presence of children.
- 13 Not have or view sexually explicit materials, including any type of pornography.
- 14 Refrain from staring at or commenting on a child’s body.
- 15 Refrain from perpetrating any kind of abuse upon any child; this includes, but is not limited to, the following:
  - a. Physical abuse: hitting, shaking, slapping, unnecessary restraint
  - b. Verbal abuse: degrading, threatening, cursing
  - c. Sexual abuse: inappropriate touching, exposing oneself, sexually-oriented conversations
  - d. Emotional abuse: shaming, humiliating, cruelty
  - e. Neglect: withholding or denying food, water, clothing, shelter, medical care, freedom of movement, or failure to protect

Abuse of any kind will not be tolerated. Allegations of abuse may result in immediate removal of the staff member or volunteer from duties, and may result in permanent dismissal at the sole discretion of The Foursquare Church. The Foursquare Church will fully cooperate with authorities if allegations of abuse are made and investigated.

- 16 Immediately report concerns or complaints, including suspicions of abuse, about a Foursquare church staff member, volunteer, or child to the immediate director of the program and to a member of the ministerial staff.

**As an applicant for employment or for a volunteer position with access to children at Evergreen Christian Center and its ministries I, \_\_\_\_\_, have read, understand, and agree to abide by the “Child and Youth Protection Code of Conduct” of The Foursquare Church. I further agree to abide by all policies, procedures and rules of The Foursquare Church regarding children and as otherwise deemed applicable to me. I further understand that any violation of this code of conduct may result in my immediate and potentially permanent dismissal. I declare that I will not abuse (physically, verbally, sexually, or emotionally) or neglect any child or adult and that I have never been convicted of abuse of, indecency with, or injury to a child or adult.**

\_\_\_\_\_  
PRINTED NAME OF APPLICANT

\_\_\_\_\_  
SIGNATURE OF APPLICANT

\_\_\_\_\_  
DATE

### **Parental Permission**

I understand my child is making an important commitment to serve the children or youth at Evergreen Christian Center. I give my support and permission for my child to perform that service.

\_\_\_\_\_  
PRINTED NAME OF PARENT  
(IF APPLICANT IS A MINOR)

\_\_\_\_\_  
SIGNATURE OF PARENT

\_\_\_\_\_  
DATE