



Restored Glory Christian Center Abuse/Harassment Prevention Policy

POLICY

Restored Glory Christian Center (hereinafter referred to as the “The Church”), has zero tolerance for harassment or abuse and will not condone such behavior by any person under any circumstances. Therefore, it is imperative that the highest level of moral behavior be observed by all involved in this ministry (Ephesians 3-7; 2 Corinthians 5:17-20). It is with this in mind that the following guidelines are given. Our desire is to prevent any abusive behavior from occurring. We also wish and to do all that is possible to protect our workers (staff and volunteers) from false allegations. This policy covers all those in a position of authority, which involves leadership, counseling or instructing of other persons.

EXPECTED OUTCOME

The expected outcome of this policy is as follows:

1. To produce an atmosphere where all staff, members and guests can expect to be free of suggestive language and comments made to them directly or indirectly in any involvement with the Church.
2. To foster an environment where there will be no sexual solicitation or advances made by any and all members of staff including church leaders and pastoral staff (including suggestive language or comments) directly or indirectly.
3. To provide any person filing a complaint assurance that their privacy will be protected and respected by all pastoral staff and elders at all times.
4. To reassure filing complainants that they will be supported and allegations will be treated with all seriousness.

EXPECTED STANDARDS OF BEHAVIOR

We are called to be imitators of Jesus and live and relate as He did when He was here.

1. **Behavior:** Leaders and volunteers of The Church are expected to do the following:
 - a. To conform to and engage in conduct that is ethical (See examples of unethical behavior below), moral (See examples of immoral behavior below) and in conformity with biblical principles as generally understood in the church.
 - b. Agree with the statement of faith and philosophy of the church. (The Statement of Faith is attached)
 - c. Demonstrate Christian love in his or her dealings with others.
 - d. Refrain from all forms of abuse, including sexual abuse.
2. **Definitions:**
 - a. **Unethical & Immoral Behavior:** Examples of unethical and immoral behavior include, though not limited to, the following:
 - i. Substance abuse including the abuse of alcohol and drugs;
 - ii. Extra-marital sexual relationships (adultery)
 - iii. Pre-marital sexual relationships (fornication)
 - iv. Reading or viewing of pornographic material



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- v. Homosexual relationships
- vi. Theft or fraud
- vii. Physical aggression
- viii. Abusive behavior
- ix. Sexual assault or abuse
- x. Harassment
- xi. Lying, deceit or dishonesty
- xii. Criminal activity
- xiii. Making false allegations against another person.
- xiv. Etc.

b. **Sexual Abuse:** In this policy, "sexual abuse" means:

- i. Physical sexual relations between a person in a position of authority and a person under his or her influence except his or her spouse with consent;
- ii. Touching of a sexual nature by a person in a position of authority of a person under his or her influence except his or her spouse with consent:
- iii. Behavior or remarks of a sexual nature by a person in a position of authority to a person under his or her influence except his or her spouse with consent.
- iv. In this policy, touching, behavior, or remarks of a sexual nature do not include touching, behavior or remarks that are appropriate in the circumstances.
- v. In this policy position of authority means an office or position held in the church which involves leadership, ministry, volunteering, counseling or instruction of other persons. Examples are:
 - 1. Members of the Leadership Team (Elders and Deacons) or Ministry Team
 - 2. Youth leaders and volunteers
 - 3. Sunday School teachers and volunteers
 - 4. Nursery workers
 - 5. Counselors
 - 6. Event Facilitators/Sponsors
 - 7. Etc.



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REPORTING

1. If a leader, staff member, or volunteer becomes aware of any alleged incident, it must be reported immediately to the pastoral staff or elders. All reported incidents will be immediately investigated and appropriate action taken. The pastoral staff or leadership is required by law to report all allegations to the police.
2. Should a leader, staff member, or volunteer become aware that any member of the congregation may be suffering or may have suffered abuse in other circumstances i.e. a home, etc. they will immediately report it to the pastoral staff or leadership.
3. All leadership, staff members and volunteers must sign this form indicating that they have read and understand the above and will adhere to the policies as outlined. A copy will be given to each worker and the church will retain a copy.

I have read the above guidelines regarding the Restored Glory Christian Center Abuse/Harassment Prevention Policy and agree to abide by them.

Printed Name _____

Signed _____

Date _____



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Application Form to work with Children and Youth

Name: _____ Cell Phone: _____
Address: _____ Home Phone: _____
City: _____ State: _____ Zip: _____

Name and city of previous church: _____

Member in good standing: Yes _____ No _____

Previous experience in working with youth:

I authorize The Church to contact the following individual for a character reference; I authorize that individual to answer any questions asked by The Church about my character.

References Phone

(Note: The reference must be a Pastor, or someone otherwise acceptable to The Church, who has known and worked with you for at least 5 years)

I realize that my actions can have an impact on the ministries of The Church. I hereby certify that I have never been convicted of a criminal act, other than those listed below, and that I have no tendencies (including sexual tendencies) or addictions which could compromise the integrity of this ministry.

Criminal Convictions: Yes _____ No _____

If Yes give details:

I, _____ choose the following option regarding a police search of my records:

- a. _____ I give The Church permission to conduct a police search of my records.
- b. _____ I will provide The Church a copy of a police search of my records.

Signed _____ Date _____