



Child Safety and Protection Policy Salem Baptist Church

Purpose: Salem Baptist Church of Dobson is a spiritual community that takes seriously its responsibility to provide a safe and nurturing environment for children and youth who participate in our ministries.

Goals:

1. Safeguard our children and youth from any type of inappropriate behavior by employees or volunteers in this church.
2. Protect employees and volunteers from false accusations.
3. Protect the liability of the church.
4. Define the screening process for employees and volunteers to deter predators.
5. Establish protection guidelines.

Regulations:

1. All volunteers who work with children and/or youth should be active members of Salem Baptist Church.
2. All workers must complete a confidential volunteer application form and be interviewed as needed before working in the children's ministry.
3. All volunteers must give written permission for a criminal record and background investigation. Volunteers who have not resided in North Carolina for at least five years will be required to submit to a national criminal background check. Any existing worker may be subject to a background check if circumstances indicate the need. Volunteers will be rescreened every two years.
4. All drivers on children/youth off-site trips will submit to a Motor Vehicle Report (MVR) driver's license background check before being allowed to transport children to check for driving infractions that make the driver a risk.
5. All employees and volunteers will be required to comply with the Child Safety and Protection Policy during Salem Baptist Church-sponsored overnight and local activities.
6. All workers shall be a member of Salem Baptist Church for at least 6 months before working with children/youth.

7. The "Two Adult Rule" strongly recommends that at least two adults be present during any church-sponsored program, event, or ministry involving children/youth.
8. No primary worker with children or youth shall be under the age of 21. If a minor child desires to assist the primary worker, his/her parent or guardian must sign the confidential application form indicating that the parent or guardian knows of no reason why the minor should not be allowed to work directly or indirectly with other minors. Minors under the age of 18 cannot be counted in the "Two Adult Rule".
9. No worker should ever be alone with minors in an isolated situation. This includes vehicles used for transportation, activities, and/or retreats, and meetings of any kind. This serves as a safeguard for avoiding the appearance of improper behavior.
10. Pagers will be given to parents of the nursery (birth through 1 year of age) and preschool-age children and used to pick up children.
11. Older siblings/friends are not allowed to take children from the nursery or Sunday school classes.
12. Every room shall have a door with a window in it to provide clear sightlines into the room or area.
13. First Aid/CPR training is encouraged for all church workers with children and youth.
14. All participants should have written parental consent and a medical release form to participate in off-campus activities. Consent forms must be completed for each trip. Medical release information may be completed for one-year periods and renewed annually. All employees and volunteers will be required to comply with all Salem Baptist Church policies including, but not limited to, those outlined in Child Safety and Protection Policy during Salem Baptist Church-sponsored out-of-town activities.
15. During overnight events, males and females shall be segregated during sleeping time. If it is deemed necessary for adults to share sleeping accommodations with the children/youth, a minimum of two adults, the same sex as the children/youth to be chaperoned, shall sleep in each area. Adults should never share a bed with children/youth unless parent/child.
16. All drivers and chaperones on children/youth off-site trips shall be included in all parts of the Child Safety and Protection Policy.

Application/Screening Procedures:

1. A copy of the Child Safety and Protection for Salem Baptist Church and a volunteer application form will be distributed to all volunteers and workers for the children/youth ministries. The Policy and application forms will also be available in the church office. Additionally, the Child Safety and Protection Policy will be provided to all volunteers at least annually.
2. Workers are to review the policy, and complete and sign the application form, indicating an agreement to comply with all parts of the Child Safety and Protection Policy.
3. All persons not serving with children/youth ministries as of January 1, 2023 and persons who have not resided in North Carolina for at least 5 years must complete the volunteer application form and give written permission for a national criminal background check.
4. Completed application and, if applicable, signed background permission form should be returned in a sealed envelope to the church office.
5. Applications will be reviewed by the Child Protection Team.
6. The Child Protection Team will follow up on the references listed. Written documentation will be made of contacts made with references and filed with applications.
7. If a personal interview is deemed necessary, the Child Protection Team will interview the applicants and document their responses.
8. Applications, background checks, and other forms will be maintained confidentially and secured by the Child Protection Team. The documents will be kept in a locked file.
9. Upon meeting the requirements of the Child Safety and Protection Policy of Salem Baptist Church, applicants will be recommended to the appropriate committee for approval.
10. Applicants will be notified confidentially by the Child Protection Team if a cause for concern is found in the screening process.

Reporting Procedures:

North Carolina is a must-report state regarding allegations of abuse or inappropriate behavior. In the event an allegation of abuse or inappropriate behavior is made, the proper authorities (CPS/DSS) will be contacted within 24 hours. Documentation of steps taken to contact authorities will be kept by the church office. Please note that the decision to report is not open to internal investigations.

Surry County Child Protective Services can be reached at 336-401-8700 and 336-374-3000.