

Physical, Mental, Sexual Abuse Prevention Policy

Aug. 2019

First Friends Church does not permit actual or threatened acts of physical or mental abuse, sexual abuse, sexual molestation or sexual misconduct to occur in the work place or at any activity sponsored by or related to it. (In order to make this “zero tolerance” policy clear we have adopted mandatory procedures that employees, volunteers, coaches, board members, individuals, and victims must follow when they reasonably suspect, learn of, or witness prohibited conduct.)

Abuse or molestation means each, every and all actual, threatened or alleged acts of physical or mental abuse, sexual abuse, sexual molestation or sexual misconduct performed by one or by two or more persons acting together.

Reporting Procedure

All staff members who learn of, have a reasonable suspicion of prohibited conduct must immediately report it to the Pastor of Administration or the Lead Pastor. If the victim is an adult, abuse or neglect will be reported by this designee to the local or state police and/or Adult Protective Service Agency. If a child is the victim of abuse or neglect the designee will report it to the local or state police Child Abuse Agency. Appropriate family members of the victim must be notified immediately of suspected child abuse or neglect.

Investigation & Follow Up

We take allegations of prohibited conduct seriously. Once the allegation is reported we will promptly, thoroughly and impartially initiate an investigation to determine whether there is a reasonable basis to believe that the prohibited conduct has occurred and that it was committed by the targets of the investigation. The investigation maybe undertaken by an internal team comprised of fellow employees or we may hire an independent third party. We will cooperate fully with any investigation conducted by law enforcement or regulatory agencies and we may refer the complaint and the result of the investigation to those agencies. We reserve the right to place the targets of the investigation on an involuntary leave of absence or resigning that person to responsibilities that do not involve personal contact with individuals or students. To the fullest extent possible, but consistent with our legal obligation to report suspected prohibited to appropriate authorities; we will endeavor to keep the identity (ies) or the target (s) and the alleged victim (s) confidential.

If the investigation substantiates the allegation, our policy provides for disciplinary penalties, including but not limited to termination of the target’s relationship with our organization.

Retaliation Prohibited

We prohibit retaliation against anyone, including an employee, volunteer, board member, student, or individual, who in good faith reports prohibited conduct. Retaliation against a participant in the investigation is also prohibited.

Anyone who retaliates against someone who has made a good faith allegation of prohibited conduct or intentionally provide false information to that effect will be subject to discipline, up to and including termination.

ACKNOWLEDGMENT OF RECEIPT OF PHYSICAL OR MENTAL ABUSE OR SEXUAL ABUSE, SEXUAL MISCONDUCT AND MOLESTATION POLICY

I acknowledge that I have received and read the physical and mental abuse and sexual abuse, and sexual molestation policy immediately preceding my signature below. I understand that I am bound to follow the policy and understand the consequences in the event that I fail to do so.

Date

Print Name

Signature