

## **SEXUAL MISCONDUCT AND CHILD ABUSE PREVENTION POLICY AND PROCEDURES STATEMENT**

### **PURPOSE OF THIS POLICY AND PROCEDURES STATEMENT**

- To help Immanuel Presbyterian Church (also known as “the church” and /or “Immanuel”) provide a caring and secure environment for people in all phases of church life, and to protect the congregation and staff of Immanuel Presbyterian Church from sexual misconduct, with particular emphasis on sexual misconduct involving minors.
- To help Immanuel Presbyterian Church reduce its legal risk and liability exposure.
- This policy is part of the operational procedures of Immanuel Presbyterian Church.

### **MEASURES FOR REDUCING THE RISK OF CHILD ABUSE AND SEXUAL MISCONDUCT AT IMMANUEL PRESBYTERIAN CHURCH**

In an effort to create the safest possible environment with Immanuel, this statement describes measures for reducing the risk and preventing child abuse and sexual misconduct.

These measures include:

- Screening of employees and volunteers expected to be in contact with minors.
- Establishing standards of behavior.
- Providing training/education
- Standardization of procedures for all those expected to be in close and/or significant contact with minors.
  - Two or more adults will be present in programs with minors.
  - Volunteers will be accepted only from persons who have been actively involved at Immanuel for at least six months.

### **REPORTING OF SEXUAL MISCONDUCT OR CHILD ABUSE**

The issues of sexual and/or emotional abuse or neglect involving a minor, whether perceived or actual, need to be dealt with immediately, effectively, and with great discretion. Virginia law requires that allegations of abuse or neglect of minors be reported immediately to proper authorities.

A copy of the full Sexual Misconduct and child abuse prevention policy is available in the Business Office.