

Latrobe Presbyterian Church - Child Protection Policy

Accepted by Session April 19, 2004

It is the policy of Latrobe Presbyterian Church to provide a spiritually enriching, educational and safe environment for its youth. Youth for purposes of this policy means any child age 18 or under. Latrobe Presbyterian Church recognizes that a written policy can help protect our youth. The following has been adopted by the session of Latrobe Presbyterian Church as a guide to help ensure the safety of our youth, for the protection of our paid staff and volunteers and as a guide for appropriate behavior.

1. All applicants for paid positions in the church will be required to consent in writing to:
 - 1.1. a criminal background check,
 - 1.2. a child abuse clearance check,
 - 1.3. reference checks.
2. All volunteers who work with youth will be required to consent in writing to:
 - 2.1. a criminal background check,
 - 2.2. a child abuse clearance check.
3. No individual with any conviction of physical or sexual abuse of an adult or child will be permitted to work with youth, whether in a paid or volunteer position.
 - 3.1. Persons who have been charged with any felony crime may be excluded from service; such instances will be reviewed on a case by case basis by the personnel committee.
4. No volunteer will be accepted for work with youth until the volunteer has been active in the life of the church for at least six continuous months.
5. At least two workers (paid or volunteer) shall be present at all times at all church activities attended by youth. The only exceptions to this are:
 - 5.1. A regularly scheduled church school class, nursery or toddler session on Sunday mornings may be conducted by one worker, provided the room has an unobstructed window or other opening, permitting those outside the room to see inside or the door remains open during the class or session.
 - 5.2. If the activity takes place in the church building, one worker is sufficient if the door to the room is left open and there are others in the building at the same time.
 - 5.3. A pastor providing confidential counseling services may meet in private with a child or youth. If any such counseling extends beyond a single session, the pastor shall obtain written permission from the parent or guardian of the child or youth.
6. Anyone who reasonably believes there has been an incident of child abuse or neglect shall immediately comply with all State law reporting requirements.
 - 6.1. In addition, the pastor, or an elder currently serving on session shall be notified immediately.
 - 6.1.1. The one notified will advise the church's attorney and the presbytery's designated person, and a response will be coordinated with legal advice and presbytery's assistance.
 - 6.2. If a pastor is accused, the presbytery executive should be contacted immediately.

Latrobe Presbyterian Church Volunteer Application

It is the policy of Latrobe Presbyterian Church to provide a spiritually enriching, educational and safe environment for its youth. In light of this, the Session is asking all members to complete this form before they begin service with our children and youth. If you have any questions or concerns regarding this form or policy, please speak with the pastor or the Personnel Committee.

Name _____ SSN _____

Address _____

_____ Birth date _____

Home Phone _____ Work Phone _____

Employer _____

Position/Title _____ May we call you at work? ___Y ___N

Do you use illegal drugs? ___Y ___N Do you abuse alcohol? ___Y ___N

Have you ever been charged with a felony or serious crime? ___Y ___N

Have you ever been charged with child abuse or neglect? ___Y ___N

Is there any fact or circumstance involving you or your background that would cause others to call into question your being entrusted with the supervision, guidance or care of children or youth? _____

By signing and submitting this application to Latrobe Presbyterian Church, I agree and consent to a background check to be conducted by the Pennsylvania State Police and/or other law enforcement agencies and agree to abide by the child protection policy of Latrobe Presbyterian Church. I also understand that this application and the information I have provided to Latrobe Presbyterian Church will be relied upon by Latrobe Presbyterian Church, its staff, leaders and members and I affirm that the statements and information in this application are true and correct.

Applicant's signature

Date