

Abuse and Harassment Policy Summary

Recognizing God's tender love and concern for children and adults, we believe that it is Hope Lutheran Church's responsibility to do everything reasonably possible to protect the children and adults of this congregation from any form of abuse while they are under our care. While it is impossible to completely protect those in our care, it is necessary that we take all reasonable precautions. It is also our responsibility to educate and guard our employees and volunteers from being suspected or falsely accused of wrongful behavior toward any youth or adult of this congregation. Therefore, we have created the following guidelines for the prevention of Abuse and Harassment within our congregation.

Guidelines for Those Working with Children and Youth

1. Adults who have been convicted of either sexual or physical abuse should not volunteer services in any church sponsored activity or program for children or youth.
2. All volunteer or paid staff working with children or youth are required to be active worshipping participants of Hope Lutheran Church for a minimum of six months and/or agree to a background check and an interview with the pastoral staff.
3. Volunteers and paid staff should observe the two adult/open door policy, which requires that an adult working with children or youth to be accompanied by an adult partner and/or provide visual access to the room.
4. Volunteers and paid staff should avoid situations where they might be the only adult in situations with children or youth off-site or on Hope Lutheran Church's campus.
5. Volunteers or paid staff should immediately report suspected or inappropriate behaviors to their supervisor.

D. Applicant's Statement: *(please read carefully before signing)*

The information contained in this application is correct to the best of my knowledge. I authorize any references or churches listed in this application to give you any information (including opinions that they may have) regarding my character and fitness for children or youth work. I hereby release any individual, church, youth organization, charity, employer, reference, or any other person or organization including record custodians, both collectively and individually from any and all liability for damages of whatever kind or nature in regard to their release of information. I expressly and fully waive all written notice of all prior individuals, church, youth organization, charity, employer, or any other person. I consent to the release of any information related to my job performance which is documented in my personnel file.

I further specifically waive written notice and agree to the divulging of any disciplinary reports, letters of reprimand, or other disciplinary action by all prior employers, individuals, church, youth organization, charity, or other individuals, and hereby release all prior employers, individuals, church, youth organization, or charity from all claims, liability, and damages that may result from furnishing the information to you.

I further understand that any dishonest, false, or incomplete answers on this application or in any subsequent interviews are grounds for immediate dismissal.

I authorize a Criminal Records Check to be conducted on me and that any information that pertains to any record of convictions contained in policy files or any criminal file maintained on me whether state or local be released to the church. In so authorizing, I release all Police departments, Hope Lutheran Church, or those individuals receiving the results of the check from any and all liability resulting from such disclosure.

Should my application be accepted, I agree to be bound by the policies of Hope Lutheran Church in the performance of my services on behalf of the church.

Applicant's Signature _____ Date _____