



# fellowship students

## SAFETY POLICIES

**\*The following policies are what those who volunteer to lead receive upon joining our team\***

# Abuse Prevention Policies

## Zero Tolerance Policy

Fellowship Bible church has zero tolerance and actively resists all forms of child abuse. We have safeguards in place to monitor and protect kids, and we will report any suspicions of harmful or abusive behavior. If your intent is to take advantage of young people in any way, you should not serve in this ministry.

## Rule of 3

Because safety is a priority, it's best to always have at least **three** people when anywhere with a student. One on one conversations or discipleship is okay, but it should always be in a public place or within eyesight of another leader or staff member. If you have questions of what would be acceptable please ask staff.

## Reporting

If a student ever says to you, "I have something to tell you that I have never told anyone, do you promise not to tell?". Your answer is always **no**. We don't do secrets. If they tell you something that requires you to report to staff, then you must tell someone.

## Incident and Injury Reports

If an injury occurs, an injury report form will need to be filled out. If an incident, altercation, or anything that should be noted occurs, an incident report form will need to be filled out. Notify a Fellowship Students staff member if a physical injury, incident, or altercation occurs so the proper form can be filled out.

# When to Involve Staff:

Working with students at Fellowship automatically qualifies leaders as Mandated reporters in the state of Missouri. This means if you have reasonable suspicions a child is being abused (physical, sexual etc.) that abuse must be reported immediately.

## Crisis Hotlines

*Child Abuse or Neglect* | 1-800-392-3738 or 1-844-CAN-Tell

*School Violence* | 1-866-748-7047

*Human Trafficking* | 1-888-373-7888

*National Suicide Prevention Lifeline* | 1-800-273-8255

*Families Anonymous* | 1-800-736-9805

Leaders should **always** contact staff if there has been:

- A report of implication of physical or sexual abuse
- A report of drug or alcohol abuse by a student or student's family member
- A report of there being divorce or separation with parents of a student
- A report of outbursts of anger by a student
- A report of self-harm or threats of suicide by a student or student's family member
- An unresolved conflict in the life group or amongst leaders
- A death in the family of a student in your life group

**We are committed to providing a safe environment for all children. Our staff and volunteers undergo a background check, mandated reporter training and training for their designated areas.**

**We maintain a safe environment by using our secure check-in system and adhering to the guidelines above.**

# Ministry Specific Policies

## Check-In Procedures

### ***Returning Students:***

Upon arriving on a Wednesday night all students will be required to check-in at any of our designated check-in stations. Student will search for their household, select their name, and click submit to check-in

### ***New Students:***

Upon arriving on a Wednesday night, all students will be required to check-in at any of our designated check-in students. If it is their first time, they will create a new household, enter their name, gender, and grade and then click submit. After they get checked-in a member of our frontlines team will connect that student with their leader

## Social Media/Electronic Devices

Electronic devices can become a big distraction, and we don't want anything to come between a student and the message of the gospel. While leading, please do your best to reserve electronic use for emergencies only. Refrain from taking unauthorized pictures of any student while serving in Family Ministry. Any electronic communication between you and a student should be done in a group message setting. There should never be any one on one communication electronically between an adult and a minor.

## Vehicle Policy

A leader may transport a student to a Fellowship Students event if the leader has the permission of the student's parent, and another student or leader is present. Please never transport a minor alone to/from a Fellowship Students event.

# High School Home Group Policies

## What We Expect:

- Be respectful
- Honor hosts
- Be polite (take shoes off, don't play on furniture, etc.)
- Keep areas clean
- No screaming, no yelling
- During life group time, be engaged and vulnerable
- Be on time to life group

## Proper Conduct

- There must always be at least two leaders/adults present with your life group
- During life groups, guys must be with guys and girls must be with girls
- When in the home, stay out of bedrooms at all times

### **Good Touch**

- Handshakes & high fives
- Girls walking hand-and-hand
- Short congratulatory or greeting hugs
- Arm around the shoulders
- Holding hands during prayer
- Pats on shoulder or back

### **Bad Touch**

- Touching of legs, bottoms, or privates
- Touching a child in anger
- Frontal hugs with opposite sex
- Lap sitting
- Any unwanted affection
- Kissing

### **Good Talk**

- Verbal praise for achievement or behavior
- Verbal encouragement
- Scripturally based teaching

### **Bad Talk**

- Sexual jokes, homosexual innuendos, or bathroom humor
- Swearing or vulgar language
- Verbal harassment or abuse

