

Child Protection Policy

for

Mount Zion Baptist Church

Huntsville, Alabama

PURPOSE: It is the purpose and intent of this policy to provide a safe, secure environment to teach and care for all children on campus during church sponsored activities and events, or during off campus trips.

GOAL: Our goal is to protect children from physical, sexual, mental, and emotional abuse of any kind by employees or volunteers of this church, and to protect employees and volunteers from false and unfounded accusations.

CHILD PROTECTION POLICY

DEFINITION OF A MINOR: A minor is any individual under the age of 18 years.

The policy set forth below will apply to all individuals who give supervision to or have custody of minors, or who by virtue of their position have opportunity to have contact with minors on campus during church sponsored activities and events, or during off campus trips.

This policy will address five areas that are critical for the protection of minors, volunteers, and employees of Mount Zion Baptist Church: **The Selection Process, The Protection Policy, Reporting Procedures, Responses to Allegations, and Resolution of Disputes.**

I. THE SELECTION PROCESS (choosing who will serve)

- A. **Employees** – this policy includes anyone who is paid by the church on a full-time or part-time basis, whether or not they work directly with preschoolers, children or students.

Requirements:

- Complete a Confidential Application Form
- Sign an Authorization for a National Background Check
- Have no record of arrest or convictions for child abuse or any crime dealing with the welfare of a minor, and be free of any and all credible accusations or allegations of child abuse.

*** All records, forms and reports will become part of the employee's confidential personnel file.

- B. **Adult Volunteers** – anyone who is not paid by the church and is serving in any capacity involving the supervision or custody of minors.