

Nazarene Safe

East Tennessee District Nazarene Youth International Policies and Procedures Manual



East Tennessee NYI Nazarene Safe Policy for District Events

Don't let anyone look down on you because you are young, but set an example for the believers in speech, in life, in love, in faith and in purity. 1 Timothy 4:12

Student Safety Policy

The mission of the Church of the Nazarene that drives everything we do is to make Christlike disciples in the nations. We recognize that in order to fulfill this mission, the discipleship ministries of our local churches and District Ministries must take place in safe and nurturing environments that strive to protect all of God's family from harm, especially those who are most vulnerable. We understand that no dynamic community of faith seriously engaged in this mission can ever be fully insulated against the scourge of sexual misconduct with minors. Despite the inescapable reality of evil, we recognize that He who is in us is greater than he who is in the world. Creating this safe environment requires awareness, diligence, and monitoring on a consistent and systematic basis. With an even greater commitment to the mission, we must develop sound policies and preventative practices which, when earnestly and vigilantly enforced, offer the best protection possible to the most vulnerable among us.

ZERO TOLERANCE OF SEXUAL MISCONDUCT WITH MINORS

The Church of the Nazarene has adopted a zero tolerance policy for sexual misconduct and inappropriate behavior with minors. All workers, leaders, and pastoral staff are to be above reproach in their conduct and to act in the best interest of others. This requires not only that they themselves refrain from engaging in any abusive or suspicious behavior involving minors; they will also be required to report without delay to the proper authorities anyone seen engaging in such behavior. – **(The Board of General Superintendents) – (Local Police Department and/or the Department of Children Services)**

REPORTING SUSPICIOUS OR INAPPROPRIATE BEHAVIORS

The East Tennessee District Nazarene Youth International (ETNYI) is committed to providing a safe, secure environment for students and leaders. To this end, any report of inappropriate behaviors or reasonable suspicions of abuse will be taken seriously. All incidents will be reported to any or all of the following, in accordance with this policy and state law, NazSafe Committee, Police Department, and Family and Children Services.

Tennessee Child Abuse Laws

Code Section	37-1-401, et seq.
What Constitutes Abuse	Any wound, injury, disability, or physical or mental condition which is of a nature as to reasonably indicate that it has been caused by brutality, abuse or neglect; also includes sexual abuse
Mandatory Reporting Required by	Physician, chiropractor, hospital personnel, any other health or mental health professional, spiritual healing practitioner, school teacher/personnel, judge, social worker, day care center worker, foster care worker, law enforcement officer, neighbor, relative, friend or any other person
Basis of Report of Abuse/neglect	Having knowledge of being called on to render aid to any child suffering from or sustaining a wound or injury which is of such a nature as to reasonably indicate or which on the basis of available information appears to indicate have been caused by brutality, abuse or neglect
To Whom Reported	Department of Children's Services (1-877-237-0004) Local Police depending on where event is held (911)
Penalty for Failure to Report of False Reporting	Class A misdemeanor: false reporting of child sexual abuse: Class E felony

Overview:

I. Screening Process (Requirements for all leaders and volunteers of East Tennessee NYI)

- Completion of volunteer application, to be submitted annually
- Completion of a criminal background check (updated every 2 years)
- Recommendation letter from the Senior/Lead Pastor where the volunteer currently serves, submitted annually
- Completion of ETNYI NazSafe policy and procedure course or in process of completing the course.
- All volunteers will review the ETNYI NazSafe policy annually and will submit a signed Annual Policy Review form to the NazSafe Coordinator; also to include a review of ET District Guidelines.

II. Interaction with Youth:

A. Overnight events

- Gender appropriate sponsors are recommended and encouraged for all overnight events
- At no time should one chaperone and one teen sleep in a room without a third person unless they are immediate family
- No guys in girls rooms, no girls in guys rooms for any reason unless in approved cases involving only immediate family members
- In rooms with multiple occupants, adults should not share a bed with a student, unless they are immediate family
- Modest attire should be worn even in sleeping rooms
- Leadership and Volunteers should never be nude in the presence of students in their care

B. Single Day events

- ET NYI encourages each group to bring sufficient, gender appropriate chaperones for all events.
- At no time should one chaperone and one teen be alone in any private, secluded or enclosed space. One on one conversations always need to take place in full view of other participants except in cases where student and adult are immediate family

C. Physical Interaction

- Hugging, pats on the back and other forms of appropriate physical affection between Leadership or Volunteers & students are important for a student's development, self image and self esteem, and are generally suitable in the church setting. (Side hugs might be considered here)
- Inappropriate touching and inappropriate displays of affection are forbidden, and should be immediately reported to immediate supervisors, Student's Pastor and/or leaders present, event directors, etc.
- Physical contact should be for the benefit of the student, and never be based upon the emotional needs of a staff member or volunteer.
- Physical contact and affection should be given only in observable places or when in the presence of other youth, Leadership and Volunteers.

- Do not force physical contact, touch or affection on a reluctant student. Student's preference not to be touched must be respected.
- Any inappropriate behavior or suspected abuse by a staff member or volunteer must be reported immediately to an immediate supervisor, Student's Pastor and/or leaders present, event directors, etc.

D. Verbal Interaction

- Verbal interactions between Leadership or Volunteers and students should be positive and uplifting. ET NYI Leadership and Volunteers should strive to keep verbal interactions encouraging, constructive, and mindful of their mission of aiding parents in the spiritual growth and development of students.
- To this end, Leadership and Volunteers should not talk to students in a way that is or could be construed by any reasonable observer as harsh, threatening, intimidating, shaming, derogatory, demeaning, or humiliating. In addition, Leadership and Volunteers are expected to show Christlike behavior at all times.
- At times when counseling teenage students, the topics of sex, physical intimacy and appropriate godly physical contact may arise. Leadership and Volunteers are strongly cautioned to take appropriate safety measures when participating in any sexually oriented conversations with students. This should ALWAYS be done with 2 or more gender appropriate adult leaders present for the safety of students and leaders alike. Leaders are not permitted to discuss with any student any inappropriate or explicit information, including any information about their own personal relationships, dating or sexual activities.

III. Attire:

- All leaders should dress in a manner that glorifies Christ and is in line with established East Tennessee District Guidelines.

IV. Infractions:

- Any infractions of the policy will be addressed first by the ET NYI NazSafe Committee and then by the East Tennessee District NYI Council.
- Any incidents of abuse will be reported to the appropriate agency immediately on discovery.

V. Definitions:

- **Adult** – Any person 18 years of age or older.
- **Student** – Any person eligible NYI student including those from Grades 6–12 and age 11–17.

- **Volunteer** – All persons, other than pastoral Leadership, paid or unpaid, full- or part time, who assist or work in any ministry program or activity involving minors.
- **Ministry or Church Leader** – A member of the NYI Council or governing body; a worker who has responsibility for a particular area of ministry, youth event director, activities coordinator, chaperone, counselor, group leader, etc.
- **Minor** – Any person up to 18 years of age.
- **Pastoral Staff Member** – An ordained or licensed minister who serves on the staff of a local church in an official ministerial capacity, whether full- or part-time, paid or unpaid, including the senior Pastor.
- **Pornography** – Explicit visual or written depiction of sexual subject matter primarily intended to arouse sexually the viewer, presenter, or both.
- **Private Parts** – The genital/anal area, groin, inner thighs, buttocks, and breasts, whether covered or uncovered.
- **Screening Process** – A process intended to verify that all adults in positions of actual or apparent authority or having access to minors do not pose a threat of abuse or harm to them. Once a screening process is adopted by a local church or district ministry, all pastoral Leadership, volunteer leaders, and other ministry workers should voluntarily undergo and satisfactorily complete the screening process in order to be eligible to serve or continue to serve in their designated capacity.

- **Sexual Abuse with a Minor** – This occurs when a minor is used for sexual stimulation or gratification. Sexual activity between children or youth may also be Sexual abuse if older or more powerful children or youth take sexual advantage of those who are younger or less powerful. Sexual abuse with a minor can include behavior that involves touching and non-touching. Abuse that involves touching may include: fondling, oral, genital and anal penetration, intercourse, forcible rape. Types of sexual abuse that do not involve touching may include: verbal comments, pornographic material, obscene phone calls, exhibitionism, allowing children to witness sexual activity. However, excluded from the definition of sexual abuse with a minor are legitimate acts intended for a valid medical purpose or age-appropriate parental or caregiver interaction with a child (e.g. changing diapers, etc.), provided these otherwise legitimate behaviors are not sexualized or used for sexual purposes in any way. If medical or caring interactions are sexualized, then those interactions can also be considered sexual abuse with a minor, regardless of that person's professed intentions.

- **Sexual Grooming** – Any behavior that serves to condition, prepare, or "groom" a child or youth for sexual abuse by increasing a child's/youth's susceptibility to abuse, habituating a child/youth to accept abuse, or reducing the likelihood of a child/youth reporting abuse to an adult. Sexual grooming also includes any behavior that serves to condition, prepare, or groom adult caregivers by decreasing accountability, increasing access, or compromising caregiver standards.

- **Sexually Abusive Contact Behaviors** – Touching a child's genitals or private parts or the clothing covering them for sexual gratification by the abuser.

Indirectly (e.g. using an object, stream of water, air, breath, etc.) touching a child's genitals or private parts or the clothing covering them. Coercing, convincing, or enticing a child to touch (directly or indirectly) any person's genitals or private parts (including their own) or the clothing covering them. This includes the use of games, play, or discipline for sexual pleasure, regardless of whether a nonsexual purpose could otherwise be asserted as a basis for such game, play, or discipline.

- **Volunteer Children's/Youth Worker** – Any person involved in programs or activities serving children or youth who is not monetarily compensated for services.
- **Youth** – Any person 6th–12th grades and under 18 years of age.

Policies and Procedures

Statement of Acknowledgement and Agreement

I have received and read a copy of the ETNYI District Ministries Policies and Procedures and understand the importance of the material in this policy. I agree to abide by these guidelines while serving or working at any ETNYI district functions.

I understand the policy may be modified, and that any guideline may be amended, revised or eliminated by the ETNYI district committee/council.

I have reviewed the policies and procedures and I agree to fulfill these guidelines.

I acknowledge and understand the NazSafe policy and procedure.

I acknowledge receipt of the ETNYI District policy and procedure.

Volunteer name (please Print)

Volunteer's Signature

Date

Please turn this form into Robin Byler.

Robin Byler or robinv.byler@gmail.com

60 Royal Oak Drive

Cookeville, TN 38501