

Prohibited Conduct & Social Media Policy

Physical, Mental and Sexual Abuse / Sexual Molestation or Misconduct

South Ridge does not permit actual or threatened acts of physical or mental abuse, sexual abuse, sexual molestation or sexual misconduct (“prohibited conduct”) to occur at any activity sponsored by or related to South Ridge Community Church. In order to make this “zero—tolerance” policy clear to all employees, volunteers and staff members, we have adopted mandatory procedures that employees, volunteers, family members, board members, individuals and victims must follow when they reasonably suspect, learn of or witness prohibited conduct.

Abuse or molestation means each, every and all actual, threatened or alleged acts of physical or mental abuse, sexual abuse, sexual molestation or sexual misconduct performed by one person or by two or more persons acting together.

To ensure that there are no false allegations or appearance that could be misconstrued:

- Never be alone with a child
- An adult woman will change diapers
- A woman will escort younger children to restroom up through Kindergarten and stay outside of bathroom/stall. If help is needed, an additional female adult will be called.
- If “in bathroom assistance” is needed for an older child, a parent will be called / retrieved first and will be present physically or via phone.

Anti Bullying/Harassment

SRCC considers bullying unacceptable and will not tolerate it under any circumstances. This policy shall apply to all employees and volunteers. Any volunteer found in violation of this policy will be disciplined, up to and including suspension from serving.

SRCC defines bullying as persistent, malicious, unwelcome, severe and pervasive mistreatment that harms, intimidates, offends, degrades or humiliates another person, whether verbal, physical or otherwise.

SRCC promotes a healthy culture where all persons are able to serve in an environment free of bullying behavior. The availability of this complaint procedure does not preclude individuals who believe they are being subjected to bullying conduct from promptly advising the offender

that his or her behavior is unwelcome and requesting that such behavior immediately stop.

SRCC will protect a volunteer who reports bullying conduct from retaliation or reprisal.

SRCC considers the following types of behavior to constitute bullying. Please note, this list is not meant to be exhaustive and is only offered by way of example:

- Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations or comments;
- Visual conduct such as derogatory and/or sexually-oriented posters, photography, cartoons, drawings or gestures;
- Physical conduct such as assault, unwanted touching, blocking normal movement or interfering with work;
- Threats and demands to submit to sexual requests as a condition of continued employment, or to avoid some other loss, and offers of benefits in return for sexual favors; and
- Retaliation for having reported or threatening to report harassment.

Complaint Procedures

Early reporting and intervention have proven to be the most effective method of resolving actual or perceived incidents of discrimination, sexual harassment or bullying. Therefore, while no fixed reporting period has been established, SRCC strongly urges the prompt reporting of complaints or concerns so that rapid and constructive action can be taken. SRCC will make every effort to stop alleged discrimination, harassment and bullying before it becomes severe or pervasive, but can only do so with the cooperation of its volunteers.

SRCC encourages all volunteers to report any concern or instance of conduct they believe violates the above policies, verbally or in writing, to the business office, lead pastor or a member of the elder board before the conduct becomes severe or pervasive. Any reports of this type will be treated seriously, investigated promptly and impartially.

SRCC further encourages all volunteers to formally report any concerns of assault, battery, or other bullying behavior of a criminal nature to the local Police Department.

Appropriate investigation and disciplinary action will be taken with due regard for the privacy of everyone involved; however, confidentiality cannot be guaranteed. Any volunteer found to have

harassed or discriminated against others will be subject to disciplinary action up to and including suspension from serving with SRCC.

Retaliation Prohibited

SRCC prohibits retaliation against anyone, including an employee, volunteer, board member, student or individual, who in good faith reports prohibited conduct. Retaliation against a participant in the investigation is also prohibited. Anyone who retaliates against someone who has made a good faith allegation of prohibited conduct or intentionally provides false information to that effect will be subject to discipline, up to and including suspension from serving.

SR SOCIAL MEDIA POLICY

South Ridge Community Church generally views creating or contributing to personal websites, blogs, social networks, message boards, virtual worlds, and other kinds of social media positively. We recognize the desire of many of our volunteers to participate in online community and encourage this form of networking and idea exchange.

As a volunteer of South Ridge Community Church, you may be seen by our members, attendees, and outside parties as a representative of our organization. That means that while you may view your online presence as a personal project, many readers will associate you and the view you express with South Ridge. In light of that, we ask that you observe the guidelines outlined below. Please keep in mind that these guidelines will continue to evolve as new social networking technologies emerge.

- Remember that what you write is public. You should always assume that it will be read by church volunteers and attendees, church leaders, your parents, your children, your spouse, and the attorney for the person who doesn't like you. Ask yourself if you are comfortable with all these people reading what you plan to post.
- What you write is your responsibility and you are legally responsible for your comments.
- Be careful that what you write would not impair your ability to represent Christ in the community. Remember that frustrations are best expressed in person. Sarcasm does not usually translate well, so be careful how you use humor.
- Respect your audience. Be thoughtful. Don't refer to other volunteers or attendees by name without permission. Don't use racial or ethnic slurs, personal insults, obscenity, or engage in any conversation that would not be acceptable at South Ridge Community Church. You also agree to

avoid writings or images that may cause harm or be detrimental in any way to the name of Jesus, South Ridge Community Church, or any other person or entity, as determined by South Ridge's leadership. In addition, you should carefully monitor what is posted on your site as well as exercise caution when posting links to other sites.

- Choose your topics wisely. There are some ideas that are best discussed in a personal conversation rather than a public forum. These might include political views and the church's stance or policy on certain topics. Don't allow your posts to hinder someone's spiritual growth.
- Remember that what you write, even if retracted, is archived and can be with you longer than you might expect.