

FBC Loganville Abuse Prevention Training

First Baptist Church of Loganville (FBCL) strives to foster an environment free of abuse, intimidation and insult. Everyone who interacts with the staff, leadership, and volunteers of FBCL will treat each other and our members, and visitors, with courtesy and respect.

This training will cover types of abuse, how to protect others from abuse, how to protect yourself from allegations of abuse, and how to report abuse.

Abuse of any kind that happens to anyone, regardless of age and gender goes against the mission of FBCL and is not tolerated. The Church prohibits and will not tolerate these behaviors which are sinful, demeaning, abusive, and wrong. FBCL commits itself to fair and expedient investigation of any complaint of sexual and/or gender harassment, sexual, mental, or physical abuse, or misconduct of a sexual nature within the Church and to take action deemed appropriate and in compliance with Federal law. Further, the Church bears affirmative responsibility to create an environment of hospitality for all persons, male or female, child or adult, which is free of these sins and encourages respect, equality, and kinship in Christ. FBCL will not retaliate against any person who brings forward a good-faith complaint. All staff leaders and members are expected to immediately report any knowledge of harassment, abuse or misconduct to the appropriate supervisor or leader. Prompt and appropriate investigation and corrective action will be taken, including discipline.

According to the policies of our insurance, this training is to be completed by FBCL's staff and volunteers. Please read through this training in its entirety and check the box at the end of the training to verify that you read and understand the training.

What do I do if I suspect that a child has been physically, emotionally, or sexually abused?

Report Immediately. In the case of suspected parental abuse, staff and servants will immediately report concerns to the pastor over your ministry area and make a report to GA Child Protective Services 1.855.GACHILD (+1 855-422-4453) . It is not the responsibility of the reporting person or the staff to substantiate any allegations or suspicions. Rather, we are responsible as a church community to comply with the Child Abuse Prevention and Treatment Act (CAPTA) and cooperate fully with Child Protection Services and the law enforcement officials in our community. At all times in such a process confidentiality will be upheld, which means you will not discuss this potential or reported abuse to any other volunteers, adults, or parents - only to the pastor over

the ministry so that appropriate steps can be taken. If a child is disclosing that a parent or another adult is causing harm, do not talk with the parent or that adult about this.

How to Report

- If you witness abuse, protect the individual by interrupting the behavior immediately.
- If abuse is disclosed to you, assure the individual disclosing that he or she was correct to tell you.
- Immediately report the allegation or incident to the pastor or staff leader over your ministry area.
- Your pastor or staff leader will document the incident, disclosure, or any circumstances causing your suspicion of abuse. State only the facts.
- It is not your job to investigate the incident but it **IS** your job to report the incident to your supervisor in a timely manner.
- If abuse is happening to a child (under the age of 18 years old) you will be required to call child services. The pastor who oversees your ministry area will help you in reporting.
 - GA Child Protective Services: 1.855.GACHILD (+1 855-422-4453)
 - Walton County Sheriff's Office: (770) 267-6557
- The pastor overseeing your ministry area will follow procedures outlined in our insurance's abuse prevention and reporting manual.
- Reporting will remain confidential.

Who is considered a "mandatory reporter" of child abuse and neglect?

Any person who knows or has reasonable cause to believe that a child is neglected or abused shall immediately cause an oral or written report to be made. This makes anyone working with children (under the age of 18 years old) or anyone a child reports abuse to a mandatory reporter.

How do I know if something is reportable or not? CAPTA (The Child Abuse Prevention and Treatment Act) mandates "minimum definitions" for child abuse and sexual abuse. Child abuse or neglect is any recent act or failure to act resulting in imminent risk or serious harm, death, serious physical or emotional harm, sexual abuse or exploitation of a child (under the age of 18 years old).

Abuse can also happen to adults. While abuse to an adult is not required to be reported to child services, it is required to be reported to the pastor over your ministry area so that it can be investigated by local authorities.

Always speak to the pastor overseeing your ministry area if you have a concern about actions or conversations that seem inappropriate.

Types of abuse:

1. Physical abuse is injury that is intentionally inflicted upon a person.
2. Sexual abuse is any contact of a sexual nature that occurs between a child and an adult or sexual interaction that is not consented to by .
3. Emotional abuse is mental or emotional injury to a person that results in an observable and material impairment in the congregant's growth, development, or psychological functioning.
4. Neglect is the failure to provide for a person's basic needs or the failure to protect a person from harm.

If you suspect abuse or neglect, ask more specific questions by contacting the pastor over your ministry area immediately.

How can I guard myself from accusation?

Here are a few simple rules to abide by related to physical touch to help protect yourself from accusation—whether you are serving with children or adults. Preschool, Kids, and Student Ministries have additional information for their volunteers that are specific to their ministries and age of children.

1. ***Never be alone with a child or an adult of the opposite gender.*** Open door policy. Meeting in rooms with windows. Always two adults in a room when working with children.
2. ***Appropriate physical contact with children:*** At FBCL, our policy is that only adult females may change diapers. Only females will take children to the bathroom and/or assist in the potty. We do not change the diapers of children age 4+. It is not appropriate for children to sit in an adult's lap. All volunteers should refrain from the following activities: roughhousing, wrestling, or giving shoulder or piggyback rides to children. Never touch a child out of frustration or anger. Physical discipline is not appropriate. Never touch a child on or near any region that is considered private or personal (on any part of their body that a swimsuit covers) unless changing diapers or assisting nursery children in the potty.

Physical Interactions

Our organization’s physical contact policy promotes a positive, nurturing environment while protecting the congregation and staff. Our church encourages appropriate physical contact and prohibits inappropriate displays of physical contact.

The church’s policies for appropriate and inappropriate physical interactions are:

<i>Appropriate Physical Interactions</i>	<i>Inappropriate Physical Interactions</i>
<ul style="list-style-type: none">· Side hugs· Shoulder-to-shoulder or “temple” hugs· Pats on the shoulder or back· Handshakes· High-fives and hand slapping· Verbal praise· Touching hands, shoulders, and arms· Arms around shoulders· Holding hands (with young children in escorting situations)	<ul style="list-style-type: none">· Full-frontal hugs· Kisses· Showing affection in isolated area· Lap sitting· Wrestling· Piggyback rides· Tickling· Allowing a child to cling to an employee’s or volunteer’s leg· Any type of massage· Any form of affection that is unwanted· Compliments relating to physique or body development· Touching bottom, chest, or genital areas

Verbal Interactions

Staff and volunteers are prohibited from speaking to people in a way that is, or could be construed by any observer, as harsh, coercive, threatening, intimidating,

shaming, derogatory, demeaning, or humiliating. Staff and volunteers must not initiate sexually oriented conversations with others.

Our organization's policies for appropriate and inappropriate verbal interactions are:

<i>Appropriate Verbal Interactions</i>	<i>Inappropriate Verbal Interactions</i>
<ul style="list-style-type: none">· Positive reinforcement· Appropriate jokes· Encouragement· Praise	<ul style="list-style-type: none">· Name-calling· Discussing sexual encounters or topics· Cursing· Off-color or sexual jokes· Shaming· Belittling· Derogatory remarks· Harsh language that may frighten, threaten or humiliate· Derogatory remarks

Please return to the onboarding page and fill out the form indicating you're in agreement.