

Unitarian Universalist Church of Annapolis Child Protection Policy

Our commitment, as Unitarian Universalists, to the inherent worth and dignity of every person and to justice and compassion, compel us to create a safe and nurturing environment that protects children and youth from harm and promotes their spiritual growth while part of our community.

Because of the Church's special responsibility for children and youth in its care, the staff must write and maintain clear procedures for anyone who works with persons age eighteen and younger. These procedures must address no less than each of the following:

- selection, training, and supervision of volunteers and staff;
- criminal background checks and references;
- the health and safety of all youth including checking-in and checking-out, illnesses and medication administration, discipline, restroom use, accidents or injuries, fire drills and evacuation;
- transportation and overnight events;
- safe practices for social media and technology use; and
- abuse allegation and complaint response and investigation, including adherence with all applicable laws.

An individual who has been legally accused, convicted of, or pled guilty to a charge of sexual misconduct or has been determined to have engaged in any form of child abuse in any civil, criminal, administrative or ecclesiastical forum will not have contact with children or youth.

Additionally, when working with children and youth, we affirm our commitment to maintain an environment free of discrimination and harassment based on race, color, ethnicity, religion, national origin, age, physical ability, gender, or sexual/affectional orientation. We pledge to conduct ourselves in a manner which conveys mutual respect and consideration.

Board Approved
10/9/2017