

**CHILD SAFETY POLICY
OF MOUNTAINS & MEN
As Of January 1, 2025**

I. VALUES AND COMMITMENTS

A. Commitments for Child Safety

Of Mountains & Men (OMM) is committed to taking all reasonable measures to:

- Ensure the safety of children in its care
- Protect OMM's workers and volunteers
- Respond appropriately to allegations of abuse or neglect

B. Biblical Basis for Protecting Children

OMM believes that the protection of children from harm is a Biblical imperative. This Policy is in keeping with the following teachings from Scripture concerning the need to treasure and protect children:

- Children are created in God's image and are therefore worthy of protection and love. God takes it seriously when His image-bearers are harmed (Genesis 1:27; Genesis 9:6).
- Each child is created by God and is fearfully and wonderfully made (Psalm 139:13-14).
- Children are a gift of God to be treasured (Psalm 127:3-5; Proverbs 17:6; John 16:21).
- In the Scriptures, one of God's blessings on a people is the security of their children (Psalm 102:28; Isaiah 54:13)
- God loves and protects those who are vulnerable and defends those who are oppressed. He calls His people to do the same (Deuteronomy 10:18; Numbers 32:17; Isaiah 1:17; Zechariah 7:10; Jeremiah 22:3; Psalm 10:18; Psalm 12:5; Psalm 82:3-4; Psalm 140:12; Proverbs 31:8-9; James 1:27)
- Children need nurture and guidance and are to be loved and directed in a way that points them to Christ and does not turn them away from God (Proverbs 22:6; Ephesians 6:4; Colossians 3:21)
- In His earthly ministry, the Lord Jesus Christ exhibited and taught a special love and care for children (Matthew 18:10; Mark 9:37; Mark 10:13-16)
- He also expressed an especially grave judgment for those who caused children harm (Matthew 18:6; Mark 9:42; Luke 17:2).
- Christians are commanded to not be complicit in evil, but to expose all unfruitful works of darkness, including all forms of child abuse (Ephesians 6:4)

C. Zero Tolerance for Child Abuse

OMM maintains a Zero Tolerance policy for Child Abuse. OMM will terminate any Volunteer/Worker who has admitted to, had a finding of, or been convicted of Child Abuse.

II. SCOPE OF THIS POLICY

This Policy applies to all ministries, activities, programs, and events that are operated by OMM in which Children are under the care and supervision of OMM. This includes, but is not limited to, the following:

- All OMM Adventure Trips
- All OMM Gatherings (such as annual BBQ)

All employees, volunteers, officers, and directors of OMM are required to comply with this Policy.

III. DEFINITIONS

This Policy uses the following terms as defined below:

“**Child**” means a person who is under eighteen years old, and sometimes also known as a “minor”; the plural is children.

“**Child Abuse**” or “child abuse or neglect” means an act or omission in one of the following categories that threatens the health or welfare of a child:

Child Physical Abuse: non-accidental physical injury that is inflicted by a parent, caregiver, or other person who has responsibility for the child. Such injury is considered abuse regardless of whether or not the caregiver intended to hurt the child and can result from severe discipline or physical punishment that is inappropriate to the child’s age or condition. Physical abuse may occur as the result of a single episode or of repeated episodes and can range in severity from minor marks and bruising to death. A non-accidental physical injury does not include appropriate medical care, appropriate restraints, or appropriate discipline.

Child Sexual Abuse: Any form of sexual contact or exploitation in which a child is being used for a sexual purpose. Child sexual abuse generally refers to sexual acts, sexual exploitation, or sexually motivated behaviors involving children. It includes both touching offenses, such as fondling or sexual intercourse, and non-touching offenses, such as exposing a child to pornographic materials. It can also involve varying degrees of violence and emotional trauma.

Neglect: The failure to provide for a child's basic needs or the failure to protect a child from harm. Neglect is characterized by omissions in care that may result in significant harm or the risk of significant harm and is characterized by the failure of a parent or caregiver to provide for the child’s basic needs. Examples of neglect include physical neglect such as the failure to provide necessary food, shelter, or supervision; medical neglect such as the failure to provide necessary medical or mental health treatment; educational neglect such as the failure to educate a child or attend to his or her special education needs; and emotional neglect such as inattention to a child’s emotional needs or psychological care or letting the child use alcohol or drugs.

Emotional Abuse. A repeated pattern of parental or caregiver behavior that communicates to the child that he or she is worthless, unloved, unwanted, or endangered. This behavior can impair a child’s emotional development or sense of self-worth. It may include constant criticism, threats, rejection, or the withholding of love, support, or guidance.

“Child-On-Child Sexual Abuse” means abuse that is perpetrated by one or more children against one or more other children, particularly if there is a difference of age between the children involved of four or more years.

See Appendix A, Abuse Behaviors and Indicators.

“Suspicious or Inappropriate Behavior” means actions that raise concern regarding the treatment of a child, but that do not meet the definition of abuse. Inappropriate conduct may take forms that are sexual, such as innuendo and touching. It may also be physical conduct that is inappropriately aggressive, such as an excessive use of disciplinary force that does not result in any injury to a child.

“OMM Volunteer/Worker” means any employee, volunteer, or agent of OMM who works with, ministers to, or is given special access to children as part of the responsibilities and duties of their position and who has been screened and trained as described in this Policy. All directors of OMM, regardless of whether they work directly with children, must meet the criteria and requirements for being OMM Volunteers/Workers.

“Bullying” means a form of aggressive behavior in which one child intentionally and repeatedly causes another child injury or discomfort. Bullying can take the form of physical contact, words, or more subtle actions.

“Injury” includes any cuts, scrapes, abrasions, lacerations, wounds, broken bones, concussions, contusions, allergic reactions, asthma attacks, or medical emergencies that require any degree of medical attention, whether that be administering first aid or more serious medical attention from a licensed medical profession.

“Mandated Reporter” means a person who is legally obligated to report suspected or known child abuse, as provided by state or other applicable laws, and typically arising out of the person’s professional training or specific responsibilities (e.g., a nurse, doctor, social worker, or more broadly as identified in some state laws)

IV. SCREENING

One aspect of keeping children safe is preventing offenders from getting access to them. OMM seeks to be a guardian of children in its care by carefully screening all personnel (employees and volunteers) who seek to work or serve in any capacity that gives them access to children. The following is OMM’s process for screening candidates for positions with access to children:

1. Candidates seeking to work or serve with children in any capacity at OMM must complete and submit a Volunteer/Worker Application. (Appendix B) This application includes questions about the applicant’s background and suitability to safely work with children. Appendix B augments the General Application filled out by applicants.
2. The application also requires applicants to provide contact information from two references who are not related to the applicant by blood or marriage and who can reliably speak to the applicant’s character or performance. At least one of the two references must be from the opposite gender. The application also requires the applicant to sign a waiver

of liability so that the reference can answer questions candidly. The application also requires the applicant to authorize a criminal background check by ProtectMyMinistry.com and an acknowledgement they must complete online Child Protection Training through ProtectMyMinistry.com before they will be allowed to work directly with youth. Applications and related files are confidential and maintained in password-protected OMM files on the OMM shared-drive file. OMM will review and investigate the history of each applicant by conducting a criminal background check, contacting the references provided by the applicant, and performing any other appropriate investigation into the applicant.

3. Volunteer/Worker Screening Personnel will make contact with the applicant's references and shall ask questions to ascertain whether the reference has any reason to believe or suspect that the applicant might not be suitable to work with children. (See Appendix C, *Volunteer/Worker Reference Questionnaire*).
4. If a reference does not provide their responses to a reference questionnaire in writing within 30 days of the questionnaire being sent, the applicant will provide contact information for a replacement reference. Applicants will not be allowed to work directly with youth until answers from both references have been received and reviewed/approved by OMM personnel. When information from the background check and reference checks is received, the information shall be reviewed by designated OMM personnel. Those reviewing the application must respect the sensitive and confidential nature of the information they possess and asked that any discussions about the information be limited to confidential group meetings. Sensitive information about candidates should only be communicated to and discussed with those making decisions about a candidate's suitability to work with children.
5. If no information of concern is received from the candidate's application, their reference responses, or their background check, the applicant will be selected for a personal interview.
6. Selected applicants must participate in a personal interview, either in person/phone with Volunteer/Worker Screening Personnel to further determine suitability for work with children. The purpose of a personal interview is to get a sense of the applicant's general well-being and spiritual state, as well as to follow up on potential "red flags" that may have come up in the application or background/reference check, including:
 - Inaccurate, incomplete information or gaps in employment or volunteer history;
 - Unstable work history (short duration/abrupt departure/multiple states);
 - Vague or evasive answers to questions;
 - Volunteer/work history that has centered on a certain age and/or gender of Children.
7. If after the personal interview, Volunteer/Worker Screening personnel find that the applicant has no indication of posing a threat or danger to children, the applicant will become an permitted to work with children after receiving the requisite training described below. After receiving the requisite training, the applicant will be regarded as an approved Volunteer/Worker who is authorized to work with children.
8. Exceptions to the personal interview requirement may be appropriate when all the above-listed interview goals have been met by other means, such as through the applicant's long-standing involvement with OMM, his/her close relationship with the interviewer or other leadership, or through other verification of the applicant's suitability for service and

clear understanding of expectations and OMM's policies and procedures. If OMM does not carry out an interview, the reasons for not doing so shall be documented as part of an applicant's screening materials.

9. Applicants deemed by OMM to indicate any threat or danger to children will not be permitted to work or serve with children. OMM shall use its discretion to reject or decline any applicant. The following conduct or characteristics by an applicant shall automatically disqualify an applicant from being a Volunteer/Worker:
 - Any history of child abuse, sexual or otherwise;
 - Any history of violent crimes (abduction, murder, manslaughter, assault, etc.)
 - Any history of sexual crimes or misconduct (rape, indecent exposure, solicitation, incest, sexual assault, child pornography, etc.).
10. Types of information about a candidate that may merit additional consideration include but are not limited to acts of fraud or deceit, illicit drug use, abuse of alcohol or prescription drugs, a history of pornography or other sexual sins, and any record of negligent or reckless conduct. With respect to offenses or misconduct in an applicant's history that are not automatically disqualifying, OMM shall use the following criteria for evaluating whether such offenses or misconduct render the applicant unsuitable to work with children:
 - The relevance of the conviction(s) or history to the duties and responsibilities of working with Children;
 - The candidate's subsequent employment history or other work information;
 - Surrounding circumstances;
 - Age of conviction(s) or other immoral or unlawful acts;
 - Length of time since such activity occurred;
 - Whether there are multiple indicators that point to an ongoing pattern of behavior;
 - Evidence of repentance and rehabilitation;
 - Evaluation of current spiritual fitness; and
 - Any other mitigating circumstances.
11. Notwithstanding OMM's determination as to any applicant's suitability for working with children, if any person has any reason to believe that any current/applying Volunteer/Worker person is not suitable to work with children (whether before or after the individual has started working with children), such person shall immediately notify the OMM Executive Director.
12. Volunteer/Worker personnel shall be required to undergo recurring criminal background checks every three (3) years. If a subsequent background check (or other notice) reveals any facts that would disqualify a someone from being a Volunteer/Worker as described above, that worker shall be removed and shall not be permitted to work or serve with children at OMM.
13. In addition to recurring background checks, all Volunteer/Worker personnel shall notify the OMM Executive Director of any changes regarding their qualification to work with children.
14. Any failure of a current/prospective Volunteer/Worker to disclose information material to their suitability for working with children shall be cause for immediate disciplinary action, including termination/removal of working-with-children privileges. OMM shall keep and maintain all records related to the screening process described above, including applications, reference responses, and all other records pertaining to the screening and

vetting of candidates to work and serve with children.

V. CHILD SAFETY TRAINING

In order for a screened applicant to become an approved Volunteer/Worker, they must undergo Child Protection Training. This will be accomplished through online video training/testing through ProtectMyMinistry.com.

Lesson 1: Defining Child Sexual Abuse

Lesson 2: Victim Behavioral Characteristics

Lesson 3: Characteristics of Child Molesters

Lesson 4: Making a Difference

Lesson 5: Responsibility & Reporting

At the end of the training, a quiz will be presented to measure the applicant's understanding of the material. A minimum score of 70 percent is required.

All Volunteer/Workers shall undergo recurring training every three (3) years in order to maintain their status as approved Volunteer/Workers.

VI. POLICIES AND PRACTICES FOR CHILD PROTECTION

A. Volunteer/ Worker Code of Conduct

To provide a safe and healthy environment that helps advance the spiritual, intellectual and social well-being of our children and youth, all Volunteers/Workers must abide by the following Code of Conduct:

1. All Volunteer/Workers must comply with all training, directions, and supervision of OMM Leadership.
2. No Volunteer/Workers shall act or behave in any way that jeopardizes the health and safety of a minor in his/her care.
3. In connection with his/her childcare or youth service, a Volunteer/Worker must refrain from meeting alone with a child except in an open area or space that is visible to others which includes but is not limited to private counseling, walks, being alone in a room or cabin, on car rides or any other excursion. At least one other adult must be present. The only exceptions are (a) when the youth brings their own mentor on a trip, be it a parent, relative, family friend, etc. (b) in the case of an emergency, or (c) clear and unequivocal authorization from a child's parent (d) unique wilderness situations where the above policy is not practicable, such as a youth/adult paddling a 2-man canoe. OMM's canoeing safety policy is that at no time will people in a canoe be out of sight of another OMM canoe (i.e. the two canoes must maintain visual contact with each other at all times).

4. A Volunteer/Worker must refrain from contacting a minor or allowing a minor to contact them through any form of personal communication such as personal cell phone, landline, or social media. A Volunteer/Worker must inform leadership if a minor contacts them utilizing one of these methods. The only exceptions are (a) with the Volunteer/Worker's own child, (b) in the case of an emergency, or (c) clear and unequivocal authorization from a child's parent.
5. A Volunteer/Worker must never offer or allow the use of tobacco, alcohol, or other illegal substances by a minor in their care.
6. A Volunteer/Worker must only allow prescription medication to be taken by the person prescribed and in the manner that it is prescribed.
7. A Volunteer/Worker must be alert to potential safety risks and take action to prevent injury to minors.
8. A Volunteer/Worker must document any accidents, injuries or reasonable suspicions of abuse and report accordingly, consistent with applicable Mandated Reporter obligations and the requirements of this Policy.
9. A Volunteer/Worker must not allow any type of harassment or bullying of another, whether in person, through social media, or otherwise. If a Volunteer/Worker sees any type of harassment taking place, whether it is adult-to-youth or youth-to-youth, he/she must seek to intervene in an appropriate way and immediately notify leadership of the issue.
10. A Volunteer/Worker must never use any sexually charged language, profanity, or language drawing attention to people's genitals. A Volunteer/Worker must always respect others and avoid any type of similarly inappropriate misconduct, which can include inappropriate or suggestive comments, gestures, or physical contact, written or social media communication.
11. A Volunteer/Worker must always respect the privacy of minors when they use restroom facilities, change clothes, or otherwise disrobe. If bathing is necessary, a C&Y Worker must ensure ensure that he/she and other adults shower or change in a location separate from minors.
12. A Volunteer/Worker must never show, discuss, or distribute any pornographic or indecent material to a minor, including but not limited to photographs, video, social media, or other media.
13. A Volunteer/Worker must refrain from giving gifts of any kind (money, clothing, jewelry, books, etc.) prior to discussing it with leadership and, if leadership recommends doing so, seeking and receiving permission from the intended recipient's parent/guardian.
14. A Volunteer/Worker may be a Mandatory Reporter under applicable law. He/she therefore may be legally required to report any suspected sexual or physical abuse or neglect of a minor of which he/she witnesses or becomes aware to government authorities such as a state children protection agency or the local police. Volunteer/Workers must comply with such requirements and report such matters to supervisory personnel. Any such internal reporting is in addition to legally required reporting to government authorities.
15. A Volunteer/Worker must respect the confidentiality and privacy of minors, unless a child is in danger, in which case he/she must notify the police or other appropriate civil authority, as well as the leadership of the OMM.
16. In the event that a Volunteer/Worker's personal conduct or behavior is deemed a

violation of this Policy, he/she may be subject to the termination of his/her ability to serve and other adverse consequences.

B. Access Control and Supervision

1. OMM will take reasonable measures to enhance the line of sight for Volunteer/Workers to keep all activities in clear view and to increase lighting in dark areas or places where isolation, misconduct, and/or abuse may possibly occur.
2. Visitors to OMM premises will be accompanied by OMM personnel at all times during their visit.

C. Discipline, Correction, and Counseling of Children

1. Volunteer/Workers shall not administer physical discipline (e.g., spanking). Workers may provide verbal correction as well as restriction from participation in particular activities as methods of discipline, but said correction and restrictions shall not be done in private (but should be done with wisdom and discretion to avoid unnecessary shaming of the child). The aim of discipline is to provide an opportunity to introduce children and youth to the Gospel.
2. If the child or youth persists in misbehavior beyond the ability of the Volunteer/Workers, the parent(s)/guardian(s) of the child should be contacted and asked to remove their child or youth from the event.
3. When counseling a child or youth, Volunteer/Workers should maintain discretionary confidence whenever appropriate, yet never promise complete confidentiality. When in doubt, Volunteer/Workers should inform the parent of that child/youth. Counselors shall be mindful of areas of discussion that are subject to state Mandated Reporter laws and follow such laws.

D. Offsite or Overnight Activities OMM's policy during its big-game hunts is for youth and adults to be housed in large, community-style wall tents (i.e. no private room dividers). During their Winter Adventure, Gator Hunting trips, and the base-camp phase of its Wilderness Canoeing trips, youth and mentors are housed indoors, with youth and adults sleeping in separate rooms. Due to the unique logistical challenges of their Wilderness Canoeing Trips, all participants are housed in two/three man tents. Tent assignments involve a youth/adult only if the youth brought their own mentor on the trip or two youth assigned to the same tent. At no time will an OMM Volunteer/Worker sleep in the same tent alone with a youth.

E. Transportation: If a Volunteer/Worker transports children in vehicles operated by OMM personnel, they will do so only if another adult is in the vehicle.

F. Trip Safety Provisions: While all outdoor/wilderness adventures inherently involve an element of risk, OMM takes all reasonable precautions to ensure the safety of our trip participants. This includes but is not limited to the following:

- Trips involving firearms requires participating youth to have successfully completed a state-run Hunter Safety Course before participating.

- Close supervision of all youth handling firearms by OMM personnel.
- Close supervision/security of all firearms when not in use.
- First aid kits present on all trips.
- Adequate phone/GPS communications to provide rapid medical/rescue response.
- Trips involving the use of canoes require all participants to wear life jackets at all times when on the water. No participants will ever canoe solo. All canoes will carry a 2-way radio for communicating with OMM leadership. All participants will have signed a waiver acknowledging they can swim.
- OMM senior leadership have current CPR certification.

F. RESPONDING TO CHILD SAFETY INCIDENTS

A. Channel of Reporting Abuse

1. Any Volunteer/Worker who sees, has Reasonable Suspicion of, or is told of an incident of child abuse, maltreatment, neglect, or Suspicious or Inappropriate Behavior must report the situation immediately to an OMM Board Member/Senior OMM Leader On-Site Leader. The OMM Board Member/Senior OMM Leader On-Site will notify the Executive Director of the situation as soon as possible.
2. It is NOT the job of the reporting person or the person receiving the report to verify whether or not the suspected child abuse incident took place. All allegations related to child safety must be reported and should not be handled privately. Investigation will be handled by the OMM Executive Director and relevant outside professionals and authorities.
3. Where the OMM Executive Director/OMM's Board of Directors believes there is Reasonable Suspicion that child abuse may have taken place, a report will be made promptly to the relevant authorities. OMM members who are Mandatory Reporters should also report independently as required by law.

F. Reporting Method

1. Any initial report of suspected child abuse may be made verbally or in writing. The initial report must be followed up within the space of 48 hours by a formal, written report using the Child Safety Incident Report Form. *See Appendix D.* This report must be dated and signed by the person or persons making the allegation or report.
2. The written report must include the following information:
 - Name of the child whose safety is of concern (if known)
 - Name of the suspected offender (if known)
 - Reason for the allegation or suspicion of abuse
 - Name and date of person making the report
3. Anonymous reports may be made in writing. However, OMM encourages reporters to come forward, promising full confidentiality and support. Only fraudulent reports made to defame or harm another individual will be subject to disciplinary action.

G. Principles of Reporting and Response

1. The reporting and response process cultivates a climate of belief (i.e. that abuse could have taken place), while maintaining a neutral stance toward the alleged offender.
2. Once a report has been made, the first priority shall be to ensure the safety and care of the child involved and any other children who may be at risk. This may involve restricting the alleged offender's access to or contact with the child or other children. It also may involve moving the child to a safer location, or providing resources to deal with immediate physical and emotional needs.
3. Standard procedure is to report the incident immediately to local authorities (where applicable, in accordance with local law). Cases in which the alleged offender is under the age of 18 will be handled on a case-by-case basis, in accordance with the best interest of the children involved and relevant laws. Some preliminary information-gathering may be needed.
4. During the process of investigation, OMM will provide pastoral support for those involved to the best of its ability.
5. Confirmed reports will disqualify the offender from participation in OMM.
6. Any unconfirmed report of abuse or substantiated inappropriate behavior that does not constitute child abuse will be handled appropriately, and may involve a safety plan, discipline, accountability, member care support, counseling, or a combination therein.
7. OMM may also investigate internally (with deference to any investigation by authorities), in order to make safety or disciplinary determinations. All members are required to cooperate with both governmental and OMM investigations, and failure to do so may be a cause for discipline up to and including termination.
8. OMM will implement member care and child safety plans in response to a situation to the best of their abilities, and will address healing of those directly involved, as well as those in the community.
9. OMM will respond to all abuse reports regarding one of a child. We will also respond to all historical reports of child abuse, including those involving individuals who are now adults, as well as any reports concerning the actions of former members.
10. All OMM employees, volunteers, and members, particularly Volunteer/Workers, should be aware of how to make appropriate reports of abuse or neglect.

H. Responding to Child Injuries and Non-Abuse Incidents

1. For non-abuse incidents (such as Bullying and Injuries) Volunteer/Workers shall always complete and submit a Child Safety Incident Report (Appendix D) that describes the incident in detail as well as the response taken by the Volunteer/Worker.
2. When a Volunteer/Worker observes or is alerted to the fact that a child has an Injury, the Volunteer/Worker shall take immediate steps to administer first aid. If urgent medical attention is necessary, a Volunteer/Worker shall call 911 to request the dispatch of paramedics to render care to the injured child. The Volunteer/Worker shall notify OMM leadership as soon as possible. OMM leadership shall notify a child's parents of all injuries, whether minor or major.
3. For incidents of Bullying, a Volunteer/Worker shall take reasonable and prudent steps to intervene and prevent the Bullying from continuing. Incidents of Bullying must be

reported using a Child Safety Incident Report. Bullying must also be reported to the parents of all children involved.

VII. APPENDIX

- A. Child Abuse Behaviors and Indicators
- B. Child and Youth Worker Application
- C. Child and Youth Worker Reference Questionnaire
- D. Child Safety Incident Report
- E. Acknowledgment Statement for Child Safety Policy

APPENDIX A – CHILD ABUSE BEHAVIORS AND INDICATORS

The following activities and behaviors are examples of child abuse; however, the behaviors listed here are not all-inclusive. Any activity that harms a child’s physical or emotional health and development can constitute child abuse. Be aware that some indicators may indicate that a child is struggling in some way with family or personal issues but not necessarily with abuse.

<p><i>Physical Abuse Example Behaviors</i></p> <p>Punching/Beating, either with the hand or with an instrument (hitting with excessive force, hitting that leaves a mark, etc.)</p> <p>Whipping</p> <p>Burning</p> <p>Choking/Strangling</p> <p>Deprivation of food or being forced to kneel for long periods of time</p> <p>Breaking bones</p> <p>Physical torture</p> <p>Physical intimidation/aggression/violence</p> <p><i>Possible Indicators:</i></p> <p>Bruises (esp. in the shape of hand/finger marks), burns (esp. in the shape of an instrument), scalds, sprains, human bites, cuts, etc.</p> <p>Injuries the child cannot explain or explains poorly</p> <p>Untreated or inadequately treated injuries</p> <p>Injuries to parts of the body where accidents are unlikely (ex. Thighs/back/abdomen)</p> <p>Flinching when approached/touched by adults</p> <p>Showing fear of certain adults</p> <p>Alternatively—increasingly aggressive or very</p>	<p><i>Sexual Abuse Example Behaviors</i></p> <p>Involving child in contact or non-contact sexual activity. Contact sexual activity includes:</p> <p>Penetrative (rape, prostitution) or non-penetrative (kissing, fondling, etc.) sexual activity.</p> <p>Non-contact sexual activity includes:</p> <p>Showing sexual images to child</p> <p>Taking sexual images of child</p> <p>Sexually explicit talk/text/correspondence</p> <p>Sexually suggestive Internet contact</p> <p><i>Possible Indicators:</i></p> <p>Pain/itching/bruising/bleeding in the genital or anal areas</p> <p>Genital pains or discomfort walking or sitting</p> <p>Sexually transmitted infections</p> <p>A marked change in the child's general behavior (unusually quiet/withdrawn or unusually aggressive)</p> <p>Sudden change in dress (more provocative or more baggy-loose)</p> <p>Eating disorders</p>
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<p>compliant/passive behavior</p>	<p>Sexualized drawings or graphic sexualized play or language, especially in young children Unexpected fear or distrust of particular adult(s) Description of special attention or a 'secret'</p>
<p><i>Emotional Abuse Example Behaviors</i></p> <p>Emotional abuse is pattern behavior. Here are some examples: Verbal intimidation Coercion Manipulation Showing abusive images Using abusive language or verbal bullying Over-admonishing, over-criticizing, putting down Inducing fear through controlling behaviors</p> <p><i>Possible Indicators</i></p> <p>Failure to thrive in a situation, especially when the child thrives in other circumstances Extreme fear or anxiety of making mistakes/insecurity Low self-esteem Inappropriate emotional responses</p>	<p><i>Neglect Example Behaviors</i></p> <p>Failure to provide adequate medical care or adequate food Failure to provide education Failure to provide shelter or safe living conditions Failure to provide age-appropriate supervision</p> <p><i>Possible Indicators</i></p> <p>Untended medical needs Malnourishment Gaps in education/learning for an otherwise developmentally on-target child Frequent hunger Frequently found unsupervised/alone</p>

Note:

A child may also be subjected to a combination of different kinds of abuse. It is also possible that a child may show no outward signs of trauma.

APPENDIX B - VOLUNTEER/WORKER APPLICATION QUESTIONNAIRE
(Note: This Appendix augments the General Application Form)

Name: _____

Phone: _____

Date of birth: _____

Email: _____

Address: _____

For each of the questions below, answer by circling “Yes” or “No.”		
Have you ever been accused of any inappropriate conduct with children?	YES	NO
Within the last 5 years, have you ever had any issues with drugs or alcohol?	YES	NO
Within the last 5 years, have you ever had any issues with pornography?	YES	NO
Have you ever been disciplined or dismissed from any employment/volunteer position following allegations of sexual misconduct, physical and/or verbal aggression, or other inappropriate behavior or conduct?	YES	NO
Have you ever been investigated by an agency charged with protecting the wellbeing of children and youth?	YES	NO
Have you ever been sued in a civil court of law where the allegations in the suit involved illegal, inappropriate, or sexual misconduct or contact with a minor child?	YES	NO
Are you aware of any trait or characteristic that might affect your ability to work safely with minors?	YES	NO

*If you answered “Yes,” to any of the above questions, please provide a full explanation below:

Explanation

REFERENCES: Please provide two references who can speak to your suitability to work with children. References should be persons who are not related to you by blood or marriage. At least one must be a member of the opposite gender. Ideally, you should provide a reference from each of the following categories: (1) A professional or institutional reference from a current or former supervisor, co-worker, or OMM with whom you have worked before; (2) A personal reference from a pastor, coach, or other non-family person who knows and can speak to your character; and (3) A reference from a person of the opposite gender. In the blanks below, please provide the requested information for three references.

REFERENCE 1

Name: _____

Email: _____

Telephone: _____

Relationship: _____

REFERENCE 2

Name: _____

Email: _____

Telephone: _____

Relationship: _____

Affirmations - Place your initials on each line to indicate your agreement.

___ I have carefully read the OMM Child Safety Policy.

___ I recognize that OMM is relying upon the accuracy of the information contained herein.

Accordingly, I attest and affirm that all the information that I have provided is completely true and correct, to the best of my knowledge.

___ I authorize OMM to contact any person or entity listed in this application.

___ I further authorize any such person or entity to provide OMM with information, opinions, and impressions relating to my background or qualifications.

___ I further authorize OMM to conduct a criminal background investigation and/or child abuse investigation if further investigation is deemed necessary.

___ I voluntarily release OMM and any such organization or entity listed herein by me from liability involving the communication of information relating to my background or qualifications.

Applicant Signature: _____

Date: _____

APPENDIX C - CHILD AND YOUTH WORKER REFERENCE QUESTIONNAIRE

The following questionnaire should be sent to references by email.

_____ has applied to be a Volunteer/Worker at OMM. In their application, they listed you as a reference who could speak to their character and their suitability to work safely with children. Please answer the following questions:

1. How long have you known this applicant?
2. Would you be comfortable placing your own children in the care of this applicant?
3. Have you ever heard of or known the applicant to use harsh and/or abusive language with a child?
4. Is this person stable and spiritually mature in interactions with others, with reliable character?
5. Do you feel this applicant has the ability to follow rules and guidelines?
6. Would you work with this applicant again?
7. Are you aware of the applicant having any traits or tendencies that could pose a threat to children or others?
8. Are you aware of any reason why the applicant should not work with minors?
9. Is there anything in the applicant's lifestyle or past that would call into question his or her ability to work with minors?
10. Is there any other relevant information that we need to know about the applicant?

APPENDIX D – CHILD SAFETY INCIDENT REPORT FORM

Date of Incident	
Name(s) of Child(ren) Involved in the Incident	
Category of Incident	<input type="checkbox"/> Injury <input type="checkbox"/> Suspected Physical Abuse of a Child <input type="checkbox"/> Suspected Sexual Abuse of a Child <input type="checkbox"/> Suspected Neglect of a Child

	<input type="checkbox"/> Suspected Child-on-Child Abuse <input type="checkbox"/> Bullying <input type="checkbox"/> Other: _____
Details of Incident	
Actions Taken in Response	
Witnesses to Incident	
Name of Person Making Report	

Signature: _____

Date: _____

APPENDIX E – CHILD SAFETY POLICY ACKNOWLEDGMENT FORM

I, _____, assume responsibility for setting and maintaining clear and appropriate boundaries in all interactions with children, recognizing that each child is precious in the eyes of God.

Vigilance is considered to be the most effective way to prevent child abuse. OMM exercises this vigilance by following high standards for interaction with children. OMM will not condone inappropriate or abusive behavior towards children. OMM has a zero tolerance policy regarding child sexual abuse.

I acknowledge that all personnel of OMM are expected to interact with children in a mature, capable, safe, caring, and responsible manner, with a high level of accountability and that all staff are responsible for giving and accepting feedback from others in order to maintain a high level of professionalism. I acknowledge that I am expected to know and be familiar with child safety policy and standards.

I have read and understood all of the requirements of OMM's Child Safety Policy. I understand that the policy may be updated from time to time, and that I will be responsible for reading and complying with the updates.

I agree to immediately report any reasonable suspicion of or disclosure of inappropriate behavior towards minors to OMM's Director, as well as making any mandatory reports I am required to make.

I have never been the subject of a disciplinary action or dismissal by an employer, church, ministry, or other volunteer OMM following an allegation of inappropriate behavior towards minors (under 18 years of age), nor have I been charged with any crime against the safety of children.

I understand that failure to comply with the OMM's child safety policy and procedures may result in disciplinary action up to and including termination. I also agree to waive confidentiality around violations of child safety protocols, such that the ministry may at its discretion report any such violations to members, donors, or other employers.

Name

Signature

Date