

Good Shepherd Lutheran Church
Safety and Security
Policies, Procedures, and Guidelines
(Approved by council August 2024)

Good Shepherd's Commitment	p. 2
Supervision Procedures	p. 3
How to Report Abuse	p. 5
Recognizing Signs of Abuse	p. 6
Types of Abuse	p. 7
Display of Affection Guidelines	p. 9
Fire Escape Plan	p. 10
Grease Fires	p. 11
First Aid	p. 11
Tornado Shelter Locations	p. 12
Crisis and Emergency Management	p. 13
Background Check Policy	p. 14
Background Check Authorization Form	p. 15
Photo Guidelines	p. 16
Social Media Guidelines	p. 17

Good Shepherd's Commitment

The following policies and procedures are to help ensure that Good Shepherd Lutheran Church's ministry is a place where all people can feel they are safe, loved, and valued. The congregation is committed to providing a safe environment for all—including children, youth and vulnerable adults in our midst.

Why is a safety and security policy necessary?

To affirm and protect children, youth, vulnerable adults, and adults

To affirm and protect volunteers and staff

To raise awareness

To be a leader and advocate in our community

To affirm and protect Good Shepherd Lutheran Church

Parental Responsibility

All parents should be encouraged to assume individual responsibility for their children and not assume the church sponsored activity or presence on the church premises is a guarantee of the child's safety.

Children should not be left unattended in the church building.

Supervision Procedures

1. Adult volunteers responsible for any church activity involving individual contact with children/youth must be actively involved for at least six months. They will be interviewed, must consent to complete background checks, and are encouraged to participate in training/preparation meetings. Leaders under 21 years of age (who have been active participants) may serve if paired with a screened adult over 21 years of age, or when a roaming supervisor is present.
2. Supervising staff and leaders will make random visits to classrooms and other places children/youth use.
3. History of Sexual Misconduct: Any adult who has been convicted of sexual misconduct or abuse may not participate in any capacity involving programs for children, youth, or vulnerable adults.
4. Two Deep Leadership is intended to protect youth and prevent adults from encountering a situation where they could be wrongfully accused. Therefore, no adult should be alone in the church, or be at a church-approved activity, with a youth that is not related to him or her. Employees and volunteers are encouraged to work in groups—at least pairs. This is true in the church building and also at church sponsored events elsewhere. Doors will be left open if one adult needs to leave the room temporarily or there is only one adult present. When there is only one adult present, the Rule of 3 should be used so that one adult is never left alone with one child. If there is only one adult, at least two children should be present in the room. Speaking to a minor one on one should only be done in a public setting with others present.
5. Drop off/Pick up: Supervision of children/youth should be provided before and after the event until all participants are in the custody of parents or legal guardians or have left the premises. Parents please make sure your children/youth safely reach their leader. After Sunday school, parents/guardians or other authorized persons need to pick up their Preschool children in the classroom.
6. Parental permission including signed medical release and emergency contacts is needed before taking minors on trips beyond the immediate community.
7. Respect of Privacy: Adult leaders need to respect the privacy of minors in situations such as use of restrooms, changing into swimming suits or taking showers on overnight outings and intrude only insofar as health and safety require. They also need to protect their own privacy in similar situations. Children five years old and younger needing to use the restroom should be escorted to the door of the appropriate restroom. The volunteer should wait at the door until the child is finished.
8. Overnight Guidelines: A minimum of two adults should be present at an overnight event. If participants are both male and female, the adults should be both male and female. If these conditions cannot be met, the event may be canceled. On outings that require that an adult share the same room as a minor, the adult must not occupy the same bed as a minor, with the

exception of a parent or guardian. Males and females should sleep in separate rooms/areas at events and have separate access to bathroom facilities. When separate facilities are not available, times for male and female use should be scheduled and posted for showers.

9. **Transportation:** Transportation can only be provided by a leader who is at least 21 years old. Transportation to and from events is the responsibility of the families. During events, drivers should avoid dropping off or picking up minors without being accompanied by another adult. If this is not possible, there should be more than one child in the vehicle. The staff shall set standards for who is permitted to drive during events. All drivers must possess a current driver's license and carry insurance. Any deviations should have prior consent of the parent and be reported to the next person in the line of responsibility (voice consent is acceptable).
10. **Touch:** Avoid all inappropriate touch. See guidelines for appropriate and inappropriate affection on page 7.
11. No sexual behavior is permitted with minors or between minors. Other behaviors which are abusive but do not involve physical contact are also prohibited. Examples are sexual comments, showing pornographic sexual material and the exposure of sexual parts of any person's body.
12. Volunteers should be alert for inappropriate behavior or relationships with children or youth. Questionable behaviors should be reported to the proper supervising staff person or pastor.
13. Alcohol/Drugs are prohibited for adults participating in youth events. Youth and child participants will be sent home immediately if found with alcohol or drugs. Supervising adults should be informed of prescription drugs brought to an event by a minor.
14. **Firearms:** The possession of firearms is prohibited during events.
15. **Equality of Treatment:** Adults should not give preferential treatment to certain minors and not to others. All minors are equals and should be treated as such.
16. **Dating:** Adult leaders cannot date or be romantically involved with youth.
17. **Reporting of Abuse:** It is the policy of Good Shepherd Lutheran Church that anyone who has cause to suspect a minor has been or will be the victim of abuse or neglect, must report the case immediately (not more than 24 hours after cause) by telephone or personal visit to Good Shepherd staff and/or appropriate authorities. The alleged perpetrator should be removed and supervised until proper authorities arrive on the scene. Concern for the alleged victim, good judgment and open communication are the standards surrounding the reporting of an alleged case of abuse. Keep calm, stay with the participant and know that you don't have to deal with the situation or information alone. All reports are treated with confidentiality by Good Shepherd staff and by authorities. Those who care for children and youth **MUST** report abuse!

How to Report Abuse

The first step in helping abused or neglected children is learning to recognize the signs of child abuse and neglect. The presence of a single sign does not prove child abuse is occurring in a family; however, when these signs appear repeatedly or in combination you should take a closer look at the situation and consider the possibility of child abuse.

If you do suspect a child is being harmed, reporting your suspicions may protect the child and get help for the family. Responding quickly is essential to prevent or stop abuse.

- If a child or vulnerable adult is in immediate danger call **911**.
- If you suspect a child is being harmed, contact your local child protective services agency within 24 hours: **Wabasha County (651) 565-3351**.
- When in doubt, make a report.

Protection for Reporters

- No civil or criminal liability for good faith reports.
- Identity of reporter not divulged (except with consent or by court order).
- No penalties or retaliation against reporter.
- Civil protection for good faith investigative activities.
- You may also talk to the pastor.

As people entrusted with a child, youth, or vulnerable adult's care, we must report abuse!

For more information about where and how to file a report, call the Childhelp USA® National Child Abuse Hotline 1-800-4-A-CHILD® (1-800-422-4453)

Recognizing Child Abuse

The following signs may signal the presence of child abuse or neglect.

The Child:

- Shows sudden changes in behavior, school performance, or withdrawal from previously enjoyed activities.
- Has not received help for physical or medical problems brought to the parents' attention.
- Has learning problems (or difficulty concentrating) that cannot be attributed to specific physical or psychological causes.
- Is always watchful, as though preparing for something bad to happen.
- Lacks adult supervision.
- Is overly compliant, passive, or withdrawn.
- Comes to school or other activities early, stays late, and does not want to go home.
- Complaining about people or activities they used to like.
- Becoming isolated or has unexplained anxiety.

Older children or youth:

- Depression
- Aggressive behavior
- Moodiness
- Drastic change in school work
- Sudden promiscuity or indiscretion in sexual activity
- Distance from family

The Parent:

- Shows little concern for the child.
- Denies the existence of—or blames the child for—the child's problems in school or at home.
- Asks teachers or other caretakers to use harsh physical discipline if the child misbehaves.
- Sees the child as entirely bad, worthless, or burdensome.
- Demands a level of physical or academic performance the child cannot achieve.
- Looks primarily to the child for care, attention, and satisfaction of emotional needs.

The Parent and Child:

- Rarely touch or look at each other.
- Consider their relationship entirely negative.
- State that they do not like each other.

Types of Abuse

The following are some signs often associated with particular types of child abuse and neglect: physical abuse, neglect, sexual abuse, and emotional abuse. It is important to note, however, these types of abuse are more typically found in combination than alone. A physically abused child, for example, is often emotionally abused as well, and a sexually abused child also may be neglected.

Signs of Physical Abuse

Consider the possibility of physical abuse when the **child**:

- Has unexplained burns, bites, bruises, broken bones, or black eyes.
- Has fading bruises or other marks noticeable after an absence from school.
- Seems frightened of the parents and protests or cries when it is time to go home.
- Shrinks at the approach of adults.
- Reports injury by a parent or another adult caregiver.

Consider the possibility of physical abuse when the **parent or other adult caregiver**:

- Offers conflicting, unconvincing, or no explanation for the child's injury.
- Describes the child as "evil," or in some other very negative way.
- Uses harsh physical discipline with the child.
- Has a history of abuse as a child.

Signs of Neglect

Consider the possibility of neglect when the **child**:

- Begs or steals food or money.
- Lacks needed medical or dental care, immunizations, or glasses.
- Is consistently dirty and has severe body odor.
- Lacks sufficient clothing for the weather.
- Abuses alcohol or other drugs.
- States that there is no one at home to provide care.

Consider the possibility of neglect when the **parent or other adult caregiver**:

- Appears to be indifferent to the child.
- Seems apathetic or depressed.
- Behaves irrationally or in a bizarre manner.
- Is abusing alcohol or other drugs.

Signs of Sexual Abuse

Consider the possibility of sexual abuse when the **child**:

- Has difficulty walking or sitting.
- Suddenly refuses to change for gym or to participate in physical activities.
- Reports nightmares or bedwetting.
- Experiences a sudden change in appetite.
- Demonstrates bizarre, sophisticated, or unusual sexual knowledge or behavior.
- Becomes pregnant or contracts a venereal disease, particularly if under age 14.
- Runs away.
- Reports sexual abuse by a parent or another adult caregiver.

Consider the possibility of sexual abuse when the **parent or other adult caregiver**:

- Is unduly protective of the child or severely limits the child's contact with other children, especially of the opposite sex.
- Is secretive and isolated.
- Is jealous or controlling with family members.

Signs of Emotional Maltreatment

Consider the possibility of emotional maltreatment when the **child**:

- Shows extremes in behavior, such as overly compliant or demanding behavior, extreme passivity, or aggression.
- Is either inappropriately adult (parenting other children, for example) or inappropriately infantile (frequently rocking or head-banging, for example).
- Is delayed in physical or emotional development.
- Has attempted suicide.
- Reports a lack of attachment to the parent.

Consider the possibility of emotional maltreatment when the **parent or other adult caregiver**:

- Constantly blames, belittles, or berates the child.
- Is unconcerned about the child and refuses to consider offers of help for the child's problems.
- Overtly rejects the child.

Display of Affection Guidelines

Appropriate

- Ask permission before touching
- Quick hugs
- Pats on shoulder or back
- Handshakes
- High-fives
- Verbal praise
- Touching hands, face, shoulders, and arms
- Arms around shoulders
- Hold hands in prayer or when person is upset
- Sitting close to small children
- Kneeling or bending down for hugs with small children
- Holding or picking up children 3 years old and younger

Inappropriate

- Any form of unwanted affection
- Full frontal hugs or bear hugs
- Touching bottoms, chests, or genital areas
- Lying down or sleeping beside children
- Massages
- Patting children on thigh, knee, leg
- Tickling or wrestling
- Touching or hugging from behind
- Games involving inappropriate touching
- Kissing
- Showing affection in isolated rooms of building
- Compliments that relate to physique or body development

Fire Evacuation Plan

In the event of a fire emergency, the following action should be taken:

1. Pull the fire alarm. The fire alarms are located next to every exit and this immediately alerts the fire department.
2. Staff, ushers, and leadership on site will immediately begin to assist people out of the building through the nearest exit. Sunday School teachers will move students directly out the nearest exit. **PARENTS SHOULD NOT TRY TO GET THEIR CHILDREN OUT OF CLASSROOMS DURING A FIRE ALARM. THIS WILL CREATE CONFUSION AND DIFFICULTY IN EVACUATION.** Teachers will take attendance lists with them, if possible. All fire exit doors are unlocked from the inside at all times.
3. All people evacuating should come together at the SE end of parking lot (to the side of the shed, next to the field), a safe distance away from the structure and emergency vehicles. **PARENTS MUST MEET CHILDREN AT THE SE CORNER OF THE PARKING LOT. DO NOT TAKE CHILDREN OFF GROUNDS UNTIL THEY ARE ACCOUNTED FOR.** Any available adults will help supervise children. If there is direct knowledge of people still in the structure, inform the fire department immediately upon their arrival.
4. Cars and vehicles should not leave the parking lot. This may cause bottle neck at entry, parking lot, and intersection. Let all emergency vehicles have the right of way.
5. Fire extinguishers are located:
 - in hallway outside the offices/near the front doors,
 - in the mechanical room off the rear of the sanctuary
 - one by the kitchen door, in the hallway near the bathrooms, near the sanctuary
 - 2 in the kitchen, one by the outside door and the other silver fire extinguisher by the stove (the silver fire extinguisher should only be used for grease fires),
 - in the AV room for electronics only (no other fire extinguishers should be used in the AV room)
 - by the exit from the storage room door
 - next to the back door of the education wing.
6. There are four emergency exits: the front doors to the Gathering Space, in the rear of the sanctuary, through the storage room, and in the back of the education wing. There is a non-emergency exit door to the outside from the kitchen. During a fire, evacuate directly outside through the nearest exit and proceed to SE Corner of the Parking Lot, past the shed by the hill and field.

In Case of a Grease Fire

1. Use gray/silver extinguisher next to the kitchen stove.
2. If fire can't be put out, pull the red alarm by the kitchen door (this releases a fire suppression system but does not call the fire department). Leave the kitchen pulling the door shut behind you.
3. Pull the fire alarm by the Gathering Space front doors and leave the building.

First Aid

1. There is a complete First Aid Kit in the kitchen by the door to the outside.
2. Call 911 if needed.
3. There is an AED located between the front doors of the building. The AED can be put on a person and it will determine whether it is needed or not. The AED provides verbal instructions of what to do.

Tornado Safety Plan

In the event of a tornado warning, the following action should be taken:

1. All groups and people in the church will move to the following interior windowless rooms: the three Sunday School rooms on the North side (that have no windows) and/or the music room. Once everyone has entered the room, shut the doors.
2. Staff, ushers, and leadership on site will immediately begin to assist all people to the designated areas. Sunday school teachers are responsible for guiding their students to these locations. Teachers will bring attendance lists if possible.
3. Staff or supervising leader will monitor the weather alert radio located in the office area.

Crisis and Emergency Management

- In the event of an emergency or crisis, a crisis team consisting of the pastor and executive committee will meet. Others may be included as needed.
- The crisis team will appoint a spokesperson.
- The crisis team will communicate with additional council members and staff, the synod office, and the congregation as appropriate.
- Information to share—Confirm facts. Are people safe? Are they being cared for? Describe action plan.

Background Check Policy

Good Shepherd will conduct a criminal background check on all individuals that serve in any position that puts them in contact with youth or vulnerable adults. This includes all members of the staff, teachers, mentors, chaperones and anyone else identified as appropriate. Background checks will be conducted every three years through Protect My Ministry screening and background checks. Background checks will be performed by Good Shepherd regardless of any other checks that may have been conducted by the individual's place of employment.

The findings of all background checks will be kept on file in the pastor's office and in the Protect My Ministry on-line files. This information will be considered confidential and maintained in a secure place. The process will be administered by a designated staff person. Individuals identified as needing a background check must complete the following process.

- ✓ Complete an 'Authorization for Background Records Check' form.
- ✓ A background check will be completed on-line through a reputable on-line background check company.
- ✓ When the completed background check is received back, it shall be reviewed by the pastor to ensure no issues are identified. Information will be securely filed in a safe.
- ✓ In the event that an issue is identified, the pastor will respond as necessary.

Guidelines for Photographs

- Images of adults engaged in congregation activities can be used without seeking permission. We will respect the wishes of anyone who does not want to be photographed.
- Permission will be sought to display photos of children from a parent or legal guardian for all children ages 18 and younger.
- Photographic releases will be included on SS, VBS, and other registration forms.
- No names will be included with photos unless written consent is obtained (except pastors and staff).
- Credit for who took a particular photo will be given if desired by the photographer. We honor any copyright wishes or restrictions.
- Photos will be removed immediately upon request.
- No photos will be for commercial purposes without permission.

Social Media Policy

This Social Media Policy applies to all online tools for sharing content and discussing information, including but not limited to, social websites, blogs, message boards, wikis, podcasts, image- and video-sharing sites, live webcasting and real-time web communities. Because this is a constantly evolving area, this policy applies to all new social media platforms whether or not they are specifically mentioned in this policy. Members and staff of Good Shepherd should:

- Be responsible. Social media are individual interactions, not official congregational communications. Members of the Good Shepherd community are personally responsible for their posts.
- Be selective. Use the right medium for your message – a blog or social network might not be the right place for messages intended only for a small group, and email or other means might be best.
- Be smart. A blog or community post is visible to the entire world. Remember that what you write will be public, and potentially for a long time.
- Identify yourself. Use real identities to the greatest extent possible rather than anonymous posts and comments.
- Take care to safeguard the privacy of others. Do not publish the personal information of others in the community without their permission or, in the case of minors (18 and under), written permission of their parents or legal guardians. Do not disclose any information that can identify a particular person, including name, phone number, address or email address without written consent.
- Honor differences. Good Shepherd is a faith community that encourages free expression and values civil debate. If you disagree with others, do so with care and respect.
- Obey copyright Laws. Users must comply fully with copyright law when posting and uploading copyrighted materials. It is preferable to point to a link so the proper person can take credit for the materials.
- Minors: Any site operated by Good Shepherd that is oriented toward youth between the ages of 13 and 18 must require registration for all users and must be password-protected so that only registered users may access the site. Users of such a site may not post images of minors without the prior consent of a parent or legal guardian of any minor depicted.