

## **Safe Church Policy**

*Through the work of the Personnel Committee of the Board of Trustees and in consultation with the Church Council/Board of Directors, Keawala‘i Congregational Church has adopted a "Safe Church Policy on Sexual Exploitation, Ministerial Conduct, and Child/Youth Protection. For explanation of terms used in this policy, see the next page "Safe Church Policy Definitions."*

*The Personnel Committee has made a commitment to share this information on an annual basis and so we include policy statement in this issue of "Ka Hā A Ke Akua," our bi-monthly newsletter and journal.*

### **A. Prohibition of Sexual Exploitation and Harassment**

Keawala‘i Congregational Church is committed to creating and maintaining a worship and work community in which members, friends, staff, and volunteers can worship and work together in an atmosphere free of all forms of discrimination, harassment, exploitation, or intimidation. Specifically, all persons associated with Keawala‘i Congregational Church should be aware that the church is strongly opposed to sexual exploitation and harassment, and that such behavior is prohibited by church policy.

It is the intention and responsibility of the church to take whatever action may be needed to prevent and correct behavior which is contrary to this policy and, if necessary, to discipline those persons who violate this policy.

### **B. Ministerial Conduct**

All persons engaged in the ministry of Keawala‘i Congregational Church, are responsible for knowing the possible impact of their words and actions in ministering to the emotional, mental, and spiritual needs of persons who come to them for help or over whom they have any kind of authority. Sexual harassment or sexual exploitation of parishioner(s) or other individual(s) by anyone engaged in the ministry of Keawala‘i Congregational Church is unethical and unprofessional behavior and will not be tolerated within this congregation.

Because ministers, including elected or appointed leaders, employees, volunteers, and authorized ministers, often deal with individuals who are emotionally and psychologically fragile or otherwise personally vulnerable, it is imperative that those engaged in the ministry of this church maintain their own psychological, emotional, and spiritual health, and that they have adequate preparation and education for helping those individuals they seek to serve in ministry.

It is the policy of Keawala‘i Congregational Church to encourage its leaders, authorized ministers, employees, and volunteers to nurture safety within ministerial relationships by being attentive to self-care, education, and the importance of referring those in need to supportive and helpful resources. It is also expected that those engaged in providing ministry will complete and submit a disclosure document, and that authorized ministers and employees will consent to a background check.

### **C. Child/Youth Protection**

Keawala‘i Congregational Church is committed to creating a safe and healthy environment in which young people can learn about and experience God’s love. In order to ensure this, we expect that all people applying to be volunteers who work with minors will have been members for at least six months or friends of Keawala‘i Congregational Church for one year. It is the policy of the church to provide adequate supervision for all children and youth activities. We also expect all employees or volunteers who work with minors to complete and submit a disclosure document and to consent to a background check.