

firstmethodist
HOUSTON
Safe Sanctuary

All employees and volunteers are expected to read and comply with the procedures identified in both the Safe Sanctuary Policy and the Sexual Ethics Policy. Individuals working directly with the youth/ Protected Persons (children under the age of 18 years) must also be certified by completing the accompanying quizzes.

Please read both the policies prior to watching the video. You can follow along with the video to complete the Sexual Ethics quiz. Once the video is over, please complete the Safe Sanctuary quiz and forward both to Vikki Bailey, Human Resources Director at hr@fmhouston.com.

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QUIZ

Name:

Date:

Department:

Received in HR By:

1. Who is protected through the Safe Sanctuary Policy?

- A. Children B. Volunteers C. Church D. All of the above

2. If I do not follow the Safe Sanctuary Policy I may _____.

- A. Lose my position as volunteer/employee. B. Face no consequences.
C. Be reported to law enforcement. D. Both A and C.

3. A child is anyone who is _____.

- A. A Baby. B. All ages til 18 yrs old. C. Not an adult D. Cute

4. One of the rules of behavior is _____.

- A. Always bring snacks. B. Be Safe. C. 2 adults per classroom. D. Cute

5. Adults should always be in the _____.

- A. Dark. B. Line of Sight. C. Hallway. D. Building.

6. Who should accompany children to the restroom/change diapers?

- A. Children B. Adults C. Women D. Men

7. In order to transport a child, Safe Sanctuary Workers should obtain permission _____.

- A. From Siblings. B. By phone from parent. C. In writing from parent. D. From the child.

8. Which is not a type of child abuse/neglect?

- A. Giving Medicine B. Sexual Abuse C. Emotional Abuse D. Physical Neglect

9. What is not a potential sign of abuse/neglect?

- A. Playing with friends B. Unexplained marks C. Playing inappropriately with toys
D. Hiding food

[continuation on page 2]

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10. To whom do I report suspected abuse/neglect?

- A. Director B. DFPS (if fairly certain) C. 411 D. Both A and B

11. Information related to a suspected abuse/neglect case should be _____.

- A. Kept Confidential. B. Shared freely. C. Published. D. Ignored.

12. If I report suspected abuse/neglect retaliation is _____.

- A. Certain. B. Unlikely. C. Illegal. D. Probable.

Safe Sanctuary

POLICY PARTICIPATION COVENANT

Safe Sanctuary Policy Participation Covenant

The congregation of First United Methodist Church is committed to providing a safe and secure environment for all children, youth, and volunteers who participate in ministries and activities sponsored by the church. The following policy statements reflect our congregation's commitment to preserving this church as a holy place of safety and protection for all who enter and as a place in which all people can experience the love of God through relationship with others.

- No adult who has been convicted of child abuse (either sexual abuse, physical abuse, or emotional abuse) should work with children or youth in any church-sponsored activity.
- Adult survivors of child abuse need the love and support of our congregation. Any adult survivor who desires in some capacity to work with children or youth is encouraged to discuss his/her willingness with one of our church's pastors before accepting an assignment.
- All adult workers involved with children or youth of First United Methodist Church must be a member of this congregation for at least six (6) months before beginning a volunteer assignment, unless authorization has been given by the appropriate Director.
- Adult workers with children and youth shall observe the, "Two Adult Rule" whenever reasonable so that no adult is ever alone with children or youth.
- Adult workers with children and youth shall attend regular training and educational events provided by the church to keep volunteers informed of church policies and procedures and state laws regarding child abuse.
- Adult workers shall immediately report to their supervisor any behavior that seems abusive or inappropriate.

Please answer each of the following questions:

1. As a worker in this congregation, do you agree to observe and abide by all church policies and procedures regarding working in ministries with children and youth?

Yes **No**

2. As a worker in this congregation, do you agree to observe the, "Two Adult Rule" at all times?

Yes **No**

3. As a worker in this congregation, do you agree to participate in training and education events provided by the church related to your volunteer assignment?

Yes **No**

Safe Sanctuary

POLICY PARTICIPATION COVENANT

Safe Sanctuary Policy Participation Covenant

Please answer each of the following questions:

4. As a worker in this congregation, do you agree to promptly report abusive or inappropriate behavior?

Yes No

5. Have you ever been charged with child abuse? **Yes No**

6. Have you even been convicted of child abuse? **Yes No**

7. Have you ever been a victim of child abuse? **Yes No**

(Answering yes to this question does not automatically disqualify you from volunteering with children or youth.)

If yes, do you agree to discuss your experience with a pastor of this congregation?

Yes No

I have read this **Participation Covenant**, and I agree to observe and abide by the policies set forth above. I agree to familiarize myself with the Safe Sanctuary Policy and Procedures of First United Methodist Church-Houston, and I hereby pledge that I will follow those policies and procedures to the best of my ability.

Employee's Name (Please Print)

Employee's Signature

Date

Department:

Received in HR By:

Safe Sanctuary Acknowledgment

Safe Sanctuary Acknowledgment

I, _____ acknowledge that I have received a copy of First United Methodist Church of Houston's Safe Sanctuary Policies and Procedures and completed the required training. I understand that the policy and training provide guidelines and summary information about the Church's policies, procedures, and rules of conduct as it relates to working with children and youth. I also understand that it is my responsibility to read, understand, and become familiar with, and comply with the standards that have been established. I further understand that FAILURE to abide by these guidelines may result in immediate REMOVAL or TERMINATION.

Employee's Name (Please Print)

Employee's Signature

Date

Department:

Received in HR By: