



Child Safety Policy

Introduction

As an international Christian mission organization we are committed to:

- Valuing children and ensuring their safety in all locations and facilities where we are responsible to care for them.
- Striving for excellence in the care and nurture of all children and young people for whom we are responsible.
- Encouraging and supporting parents.
- Ensuring that all staff involved with children/youth are given support and training.
- Clearly understanding and regularly communicating procedures for dealing with concerns about possible abuse.
- Complying with legal requirements in reporting as necessary.

Our organization takes our responsibility to protect and nurture children (defined as it relates to this policy as anyone under the age of 18) seriously, creating a safe and positive environment in which to grow. We believe it is never acceptable for any child to experience abuse of any kind. Protection against potential risk is the responsibility of every adult within our organization. We expect staff, employees and volunteers to conduct themselves with utmost integrity and professionalism at all times. Working together we can create a safe, positive, nurturing environment for children, protecting and safeguarding them to the highest standards possible. Supportive nurture is always to be guided by Biblical standards of morality, ethics, and prudence.

I. Overview of the Jeremiah's Hope Child Safety Policy

The Jeremiah's Hope Child Safety Policy has been adopted by the Jeremiah's Hope Board of Directors and is made available to all staff. It was adopted during a meeting of the Board of Directors on September 19, 2015.

Care of Children

Jeremiah's Hope expects proper moral and ethical conduct toward all children who are in the care of Jeremiah's Hope whether on Jeremiah's Hope property, under the care of Jeremiah's Hope staff missionaries or volunteers, or attending a Jeremiah's Hope function. This expectation applies to all staff (expatriate and local), volunteers (regardless of their length of service), employees, associates seconded to our organization,

and partner organization staff working with Jeremiah's Hope. It also applies to all visitors staying on our premises.

Parameters of the Policy

Jeremiah's Hope ensures such proper moral and ethical conduct by means of established policies and processes regarding child safety.

Areas Covered by the Policy

This policy covers definitions of abuse, screening, a code of conduct for adult interactions with children, training of adults and children in child safety, child care guidelines, child abuse response protocols, administrative actions regarding abuse and counseling and missionary care.

Types of Abuse

Child Abuse (sexual, physical, and emotional) and Neglect are not tolerated by Jeremiah's Hope and are prohibited by its Code of Conduct. While Jeremiah's Hope recognizes that the local and/or national definitions of child abuse may vary, and there are to some extent different cultural understandings of what constitutes child abuse, The definition adopted by Jeremiah's Hope has been built on international standards. In addition, it is recognized that an organization-wide definition that all staff will abide by will best serve staff of differing cultures in working together effectively to prevent child abuse.

Code of Conduct

Prior to assignment or secondment all staff and volunteers are responsible for reading this policy and accompanying documents and signing the Code of Conduct stating they have received, understood, and agree to comply with it.

Responsibilities of Carrying Out the Policy

- Board of Directors

The Jeremiah's Hope Board of Directors is responsible for development and implementation of child safety policies, and to develop training materials and ensure training for child safety investigative personnel. It is also responsible for initiating internal investigations when reports of child abuse are made. The Board is responsible for applying administrative action in these cases.

- Director

The Director is responsible to see that all missionaries and volunteers read the Child Safety Policy and sign the Code of Conduct if they have not done so prior to arrival on the field. Each field administrator is responsible to designate qualified child safety liaisons who receive materials from the Board of Directors and work closely with them to facilitate initial orientation and ongoing training of all staff and volunteers. The field administrator is responsible to know the civil laws that apply in their ministry location. In addition, each field administrator is responsible to immediately (within 24 hours) report all cases of suspected abuse or neglect to the Board of Directors utilizing the

policy set forth by Jeremiah's Hope. The Director also functions in this capacity for both North America and foreign assigned personnel.

- All Staff

Due to the sensitive nature of abuse and concern for the safety and privacy interests of all involved, all staff, missionaries and volunteers are responsible to report immediately any actual or suspected abuse or inappropriate behavior among staff, volunteers, and/or children regardless of where it may have occurred. This report is to be submitted to the Director. There is not to be any attempt to handle the situation privately or enter into any private agreement with the offending staff or reporting child.

II. Definition of Abuse

Child Abuse (physical, sexual, and emotional) and Neglect are not tolerated by Jeremiah's Hope. These definitions of abuse will be applied to all Jeremiah's Hope staff living in Ukraine. They include definitions regarding child-to-child incidents as well.

Child abuse is the treatment of a child under the age of 18, often in the context of a relationship of responsibility, trust, or power, in a way, which endangers or impairs the health or welfare of a child. Jeremiah's Hope defines abuse to include physical, sexual, and emotional abuse and neglect. It is recognized that laws related to child abuse vary from country to country and state to state. The Director of Jeremiah's Hope is responsible to investigate the laws of the state or country in which they are incorporated and/or operating. Local legal authorities should be consulted.

Child-to-Child Cases: Should both the victim and the alleged offender be under the age of 18, it will typically be considered abuse if there are more than three years difference (1095 days or more) between the children or there is a difference in responsibility, trust, or power between them. If there is less than three years age difference and there is not a significant difference in responsibility, trust, or power between them, what would normally be defined as abuse will typically be considered inappropriate behavior, with an action plan put in place by the Director in coordination with the Board of Directors and in compliance with the Child Safety Policy to address the behaviors of concern and their effects. Because of these and other variables, child-to-child cases will be judged on a case-by-case basis. Child-to-child abuse includes all types of abuse defined below.

Types of Abuse

1. Sexual Abuse

Sexual abuse is the involvement of a child in sexual activity with an adult or another child (as defined above), which includes but is not limited to:

1. Verbal: Remarks which include sexual threats, innuendos, solicitation, sexually explicit language (whether in person, on the telephone, or via text messaging or the internet), inappropriate comments about a person's body or appearance, or any verbal expression with the intent to arouse or stimulate.

2. Visual: Indecent exposure, showing or taking of suggestive pictures, pornographic material of genitals or the showing of unclothed persons, any sexual activity or simulated sexual activity such as masturbation or intercourse, peeping, leering, or staring.
3. Physical Touching: Physical contact (or penetration by penis, fingers, or any other body part or object) with a person's clothed or unclothed genitals, pubic area, buttocks, or in the case of a female, breast, or causing a child to perform any of these acts. Masturbation in front of or to the victim, rubbing, holding, or kissing for the purpose of sexual gratification.

2. Physical Abuse

Physical abuse is any act that results in a non-accidental physical injury. Such acts may include, but are not limited to: slapping, punching, beating, kicking, biting, shaking, burning, holding under water, pulling hair, or harmfully holding against one's will, unreasonably severe corporal punishment or unjustified punishment or excessive physical discipline done in anger.

3. Emotional Abuse

Emotional abuse is defined by a pattern of behavior over time that impairs or risks impairing a child's functioning or physical, mental, spiritual, moral or social development. It includes acts of commission and acts of omission.

Acts of commission may include but are not limited to unreasonable restriction of movement, patterns of belittling, denigrating, ridiculing, screaming, threatening, scaring, humiliating, scapegoating, ridiculing, blaming, sarcasm, discriminating, bullying, hazing, unpredictable responses, constant family discord and double message communication, or other non-physical forms of hostile or rejecting treatment.

Acts of omission may include but are not limited to the failure to provide a developmentally appropriate and supportive environment, including the availability of a primary attachment figure, so that the child can develop a stable and full range of emotional and social competencies commensurate with her or his personal potentials and in the context of the society in which the child dwells.

As parents, teachers, and other adults involved in children's lives, we may have been verbally and possibly emotionally inappropriate with our children and students at one time or another. This policy does not refer to situations like this. Emotional abuse implies a pattern of behavior. This concept of sustained activity is at the heart of the policy. There is a distinction between one-time inappropriate behavior, which needs to be addressed to prevent recurrence, and repeated action, which would necessitate a Preliminary Report of abuse.

4. Neglect

Neglect is the failure to provide for the child their basic needs of food, clothing, warmth and shelter, safe living conditions, emotional and physical security and protection, medical and dental care, cleanliness, education, and supervision in the context of resources reasonably available to the family or caretakers, taking into account that the missionaries of Jeremiah's Hope live in a remote community. Such failure causes or has a high probability of causing harm to the child's health or physical, mental, spiritual, moral, or social development. This includes the failure to properly supervise and protect children from harm as much as feasible.

Spiritual abuse is not included in the definition of the types of abuse. Forms of abusive behavior, however, may involve using Scripture to control or manipulate a child, to protect the offender, or to manage the child for the convenience of the adult. Aspects of spiritual abuse are evident in most cases of physical, emotional, and sexual abuse.

III. Screening

Jeremiah's Hope receives staff and volunteers through secondment from other organizations and churches and requires that those organizations screen both staff and volunteers. While all volunteers generally should be screened, it is understood that the way in which this is done will vary widely according to circumstances.

Background Checks

Background checks must be done for all Jeremiah's Hope staff. Jeremiah's Hope does not knowingly employ anyone with a prior conviction for or history of perpetrating child abuse or related offenses. Therefore, where possible and permissible by local law, Jeremiah's Hope requests that each Jeremiah's Hope partnering organization or church include in its application process criminal record checks or similar appropriate background screens on its staff and, as appropriate, volunteers, relating to any conviction involving abuse of children, youth, or adults, using their own legal framework.

Employment History

Written applications for positions that involve work with children will include:

1. Specific history of employment or volunteer work with children
2. Questions related to inappropriate behavior or abuse of children

References

Jeremiah's Hope requires that references be obtained regarding prior work with children for all staff or volunteers applying for work with children or transferring into a position within the organization working in any capacity with children, in either a staff or volunteer capacity.

Screening of Volunteers

Jeremiah's Hope recognizes that some volunteers come through churches, in groups, or as family of missionary staff who volunteer during a visit. However, Jeremiah's Hope expects that a consistent screening process has occurred either by their sending church, the sending organization (if coming through an organization outside of Jeremiah's Hope). Background checks will be done for volunteers on a situational basis. Generally, the greater the likelihood that volunteers will work with or be in proximity to children will determine the extent of the check to be made. Other sensitive situations may also mandate the necessity of a background check.

The Director will keep the process simple, professional, and streamlined so as not to inconvenience the visitors and volunteers.

Information about the Child Safety Policy

To facilitate the screening process, Jeremiah's Hope requires that all staff or volunteers be informed of the Child Safety Policy early in the orientation process. Jeremiah's Hope expects other sending organizations and churches to communicate a clear commitment to child safety and to inform potential staff or volunteers of the Jeremiah's Hope Child Safety Policy early in the recruiting and team training process.

IV. Child Safety Code of Conduct

Jeremiah's Hope has established a Child Safety Code of Conduct. All staff and volunteers are responsible for reading the Jeremiah's Hope Child Safety Policy and related documents and signing the Child Safety Code of Conduct stating they have received, understood, and agree to comply with it.

V. Training in Child Safety

Training of Adults

1. Initial Orientation

The Director is responsible for child safety training at orientation to Jeremiah's Hope of all persons coming on short term mission trips, internships, apprenticeships or long term ministry regardless of their assignment. It is the responsibility of the Director to ensure (with support from the Board of Directors) that others serving on their team have received child safety orientation regardless of the sending organization or church. Training is to be provided to all staff (expatriate and local), volunteers (regardless of their length of service), employees, and missionaries seconded to our organization.

- Awareness-raising: Data regarding the reality of and occurrence of child abuse.
- Recognizing the four types of abuse—physical, sexual, emotional and neglect how abuse occurs, its behavioral and emotional indicators in children, as well as indicators of potential abusive behavior.
- Jeremiah's Hope standards for adults regarding interaction with children.
- Identifying and preventing abuse between children.
- Cultural factors in home culture, organizational culture, host culture, and on multi-cultural teams. Cultural and world-view issues unique to the location where staff work and cultural sensitivities of appropriate behavior shall be covered so that all staff and volunteers know how to keep their children safe within the cultural context they are living. Child protection and child safety issues should be made a part of every team's strategic plan.
- How to respond supportively to an individual reporting abuse.

- Agency reporting protocols when abuse is reported or suspected.

All new staff involved in work with children are required to attend the initial orientation described above prior to this in-service.

2. Periodic update training for other Jeremiah's Hope staff and volunteers

The Director and Board of Directors are responsible for providing periodic update training for other Jeremiah's Hope staff and volunteers regarding child safety whenever there is a significant change in the policy of Jeremiah's Hope, or at a minimum of every two years. The Director is responsible for developing these training materials and making them available to all adult staff and volunteers. They shall cover review of the Jeremiah's Hope policies and procedures, expected standards of behavior of all adults in their interaction with children and youth, and may include training in additional areas such as internet safety, new advances in the field, new resources Jeremiah's Hope has available, etc.

VI. Child Care Guidelines for All Age Groups

All work with children and youth should be planned to minimize risks as far as possible. The Director is responsible to develop model child care guidelines for various kinds of child care programs and/or age groups (for example, Sunday School, child-care during meetings, overnight retreats, camps, Rescue Shelter, etc.), designed to reduce risk through minimizing isolation, increasing accountability, and balancing power and control.

VII. Child Abuse Response Protocols

Jeremiah's Hope shall respond to all written reports of child abuse regarding one of our staff or volunteers or involving a child of one of our staff or volunteers. It will also respond when requested to all written historical reports of child abuse from adults who report experiencing abuse as a child under the care of Jeremiah's Hope or concerning one of our staff, regardless of the perceived validity or severity.

Jeremiah's Hope believes that due to both moral and legal ramifications, this response procedure supersedes any employment contracts, and all other Jeremiah's Hope policies and documents.

A summary of the Jeremiah's Hope response process follows.

1. It is the responsibility of any staff and volunteer who sees, suspects, or is told of abuse to report it immediately to the Director (unless the Director is involved) or their direct superior, regardless of where it may have occurred or the perceived seriousness of the situation. In a case involving the Director, a Board Member will function as the point of contact. The reporter of the abuse shall provide a written report with as much information as is readily available within 24 hours. Neither the reporter nor any other personnel should attempt to handle the situation privately or enter into any private agreement with the offending staff or reporting child.

2. The Director shall forward it immediately, regardless of the perceived seriousness of the situation, to the Board of Directors.
3. Confidentiality shall be maintained within this circle of reporting protocol. The Directors reserves the right to request assistance from the Board of Directors to provide appropriate missionary care for the people involved.
4. The Director will determine if there appears to be enough credibility to the report to begin an internal investigation.
5. The Director shall be responsible for leading or assigning the internal investigation of the report. All investigators must be approved by the Board of Directors. This process will be conducted as thoroughly and as quickly as is possible.
6. The first priority of the Director shall be to ensure the safety and care of the child involved and any other children who may be at risk. Assistance will also be provided to reluctant or traumatized reporters.
7. If the alleged offender or victim is a member of another sending or partnering organization or church, the Director will notify the appropriate administration in that organization or church and they will cooperate together in the investigation.
8. The alleged offender will be placed on administrative leave during the process and is to have no contact with the reporter or child victim during the course of the process.
9. Due diligence will be taken by the Director to determine if there may be additional victims.
10. The same careful investigative process will be followed for child-to-child cases.
11. If the result of the process is that the Jeremiah's Hope Child Safety Policy should be applied. When sexual abuse by an adult is substantiated, termination of employment or volunteer status is required. Recommendation for termination will be given if the offender is part of a partnering sending organization or church. Jeremiah's Hope will ensure that supporting churches are notified, preferably by the offender. In cases of physical or emotional abuse or neglect, administrative outcomes will be determined by the Board of Directors based on the details of each specific case.
12. Jeremiah's Hope will inform relevant civil authorities regarding child abuse. Note, however, that under the various local laws, this may not relieve any individual reporter or observer from also reporting to civil authorities under that law.
13. If the report proves to be untrue, appropriate action will be taken.

VIII. Counseling and Missionary Care

The Board of Directors will assign a board member to ensure that appropriate specialized counseling and administrative and missionary care is made available to the victim of child abuse and their family, within the context of the work of Jeremiah's Hope.

IX. Administrative Response Regarding Abuse

Reporting

The Director is responsible for reporting abuse to appropriate civil authorities or for ensuring that the report is made. Note, however, that this may not absolve the initial observer or reporter from any reporting obligations under state or local law.

Actions

1. Sexual Abuse

Anyone who is known or determined to have committed sexual abuse of a child under the age of 18 at any time during his/her adult life is not eligible for service with Jeremiah's Hope. Any current Jeremiah's Hope member who is determined to have committed child sexual abuse will have his/her relationship with Jeremiah's Hope terminated immediately. There will be no later opportunity to serve as a missionary, a volunteer, or employee, or accompany a missionary for an assignment, or be on Jeremiah's Hope properties. There is no option of resignation. That person's financial partners will also be notified that employment or service with Jeremiah's Hope has been terminated effective immediately.

Allowing voluntary resignation is seen to be counterproductive to the goals of appropriate accountability in such matters. In cases where abuse is determined after a missionary has resigned or retired from the organization, the recommendation will be made that this new information be added to that person's employment records and retroactively reflect termination. If the person is also a member of another organization or sending church, Jeremiah's Hope will recommend to other organization or church that employment be terminated.

Anyone who committed sexual abuse of a child before the age of 18 will be evaluated on a case- by-case basis, taking into account such factors as age, seriousness of the offense, acknowledgement of responsibility, and effective treatment.

2. Physical and Emotional Abuse

Appropriate administrative actions, up to or including termination of relationship with Jeremiah's Hope will be taken by the Director for anyone who is known or determined to have committed physical or emotional abuse or neglect of a child. Mitigating circumstances may allow lesser discipline than termination of relationship with Jeremiah's Hope. If the relationship is terminated, that person may later reapply to the serve and be restored to staff as appropriate in an assignment not related to children.

3. Cases Perpetrated by Children

Any missionary whose child (under the age of 18) has been determined to have committed sexual abuse or to have initiated inappropriate sexual behavior with another child will be asked to follow through with the action plan approved by the Board of Directors and put in place to resolve the causes and effects of the abuse or inappropriate sexual behavior. This plan will take into account such factors as age, age difference between offender and victim(s), seriousness of the offense(s), acknowledgement of responsibility, and effective treatment. Failure of the missionary to do so will lead to termination of their relationship with Jeremiah's Hope by the Board of Directors.

Release of Information Following Termination

If Jeremiah's Hope is asked to provide a reference, Jeremiah's Hope will generally disclose the reasons for termination when the termination involves abuse. Further, if Jeremiah's Hope becomes aware that a former

missionary, volunteer, or employee of Jeremiah's Hope becomes employed by another organization or church where the individual has access to children, Jeremiah's Hope will make that organization or church aware of the reasons for termination of employment of the individual. Jeremiah's Hope will inform that person's major financial supporters of the reason for termination as well. Employees will be expected to sign consents for release of information.