

Dynamic life Clubs

Volunteer and Personnel Training
Policies and Safety Standards

Making Dynamic Life Clubs Safe from Child Abuse

Purpose

Protecting our children from maltreatment

Dynamic Life Clubs is founded on improving the spiritual maturity and wellbeing of children. The safety and welfare of all children is our priority, as well as the safety and training of our employees and volunteers. Safety precautions are put into place at all levels of involvement. First, we complete background checks on all employees and volunteers. Next, we educate all employees and volunteers on abuse and appropriate relationship boundaries and peer supervision, along with expectations of reporting suspected abuse or maltreatment.

Abuse of any kind can cause lasting psychological, emotional, and spiritual damage. The aftermath of abuse can be devastating for the individual, families, peers, and the community. The following information is provided to help prevent child abuse from occurring. In addition, if employees and volunteers learn or suspect abuse, we want you to be informed on how to proceed in reporting such accusations and help keep our youth safe.

Child Sexual Abuse Facts

Adults must learn important facts about sexual abuse in order to effectively prevent sexual abuse from occurring. Child sexual abuse is an exploitation of a child's vulnerability and powerlessness, in which the abuser is entirely at fault and responsible. Research conducted by the Centers for Disease Control (CDC) estimates that approximately 1 in 6 boys and 1 in 4 girls are sexually abused before the age of 18. According to a 2012 report published by the Centers for Disease Control and Prevention (CDC),

- 42.2% of female rape victims were first raped before age 18.
- 29.9% of female rape victims were first raped between the ages of 11–17.
- 12.3% female rape victims and 27.8% of male rape victims were first raped when they were age 10 or younger.
- 11.8% of girls and 4.5% of boys from grades 9–12 reported that they were forced to have sexual intercourse at some time in their lives.

According to the U.S. Department of Justice approximately 30% of sexual assault cases are reported to authorities. This means that a large majority of sexual assault cases are never reported.

Child sexual abuse includes touching and non-touching behaviors. Touching behaviors include, but are not limited to, fondling; intercourse; oral, genital, and anal penetration; and forcible rape. Sexual abuse that does not include touching may include, but is not limited to, verbal comments or communications, allowing children to witness sexual activity or pornographic videos, and exhibitionism.

Contrary to general beliefs, most abuse occurs at the hands of someone the victim knows, and most abusers are heterosexual. When children report abuse, they are usually telling the truth.

Integrity Principles

1. Volunteers and personnel will conduct themselves at all times in a manner that is consistent with the policies and standards of Dynamic Life Clubs, which is founded on the Bible.
2. Volunteers and personnel will demonstrate the highest Christian ethical standards and personal integrity at all times.
3. Volunteers and personnel will establish and maintain healthy and appropriate boundaries with all children, ministerial workers, and social relationships.
4. Volunteers and personnel will maintain healthy relationships, conducting their relationships with others free from manipulation, deception, and exploitation.
5. Volunteers and personnel will not abuse or harass a child.
6. Volunteers and personnel will not take unfair advantage of their position of authority with a child, by exercising inappropriate power, authority, or influence.
7. Volunteers will report any suspicions of sexual abuse, harassment, misconduct, or inappropriate boundaries.
8. Volunteers and personnel will exercise integrity in their interactions with others by not gossiping or sharing information with individuals that do not need to know, thus reporting suspicions of abuse or faults to the appropriate supervisory or managerial person.

Volunteer Guidelines for Working with Children

1. Volunteers and personnel are not to engage in sexually-orientated conversations with minor children, except in the context of sharing the Bible's teachings on sexuality.
2. Volunteers and personnel are not to take photographs of children who are unclothed or dressing, nor should they permit others to take such photographs.
3. Volunteers and personnel will not use foul language or tell inappropriate jokes in the presence of a child.
4. Volunteers and personnel will not speak to a child in a intimidating, threatening, humiliating, or derogatory manner.
5. Volunteers and personnel are not to use physical discipline in any way for managing behavior.
6. Volunteers and personnel are not to take an overnight trip alone with a child or sleep in the same bed with a child, unless they are the parent or legal guardian of that child.
7. Volunteers and personnel are to transport children directly to the approved location and not to have unauthorized stops, when providing transportation services for children.
8. Volunteers and personnel are not to administer programs or activities for children by themselves or alone.
9. Volunteers and personnel are to schedule one-on-one counseling sessions with children, only at appropriate times and locations, where accountability is in place with support of other volunteers or adults.
10. Volunteers and personnel should use physical contact with children cautiously. The following list includes some forms of physical contact are not appropriate or acceptable: lengthy hugs; kisses on the mouth; sitting children on your lap; touching their chests, legs, bottoms, or genital areas; tickling; massaging; wrestling; or any form of affection in isolated areas. Some appropriate forms of physical touch include the following: side hugs; pats on the back or shoulder; arms around the shoulders; high fives; handshakes; or holding hands during a prayer or to escort small children.

Reporting Misconduct

1. All volunteers and personnel are to report any concerns or suspicions of misconduct or abuse to their program director, principal, or supervisor, including any reasonability perceived behavior that violates federal and state laws or Dynamic Life Club policies, or behaviors that are psychologically, physically, sexually, or emotionally harmful or threatening to the wellbeing or safety of a child.
2. All reports of misconduct are to be made immediately.
3. All volunteers or personnel that report suspicions or concerns of abuse or misconduct will be protected from retaliatory actions within the organization.

Acknowledgment

I, _____, have read the Dynamic Life Club Volunteer and Personnel Training Policies and Safety Standards. I understand my responsibility to follow the policies and to report suspicion of child abuse or maltreatment.

Signature

Date