

**Kennewick First Presbyterian Church
Kennewick, WA**

CHILD AND YOUTH PROTECTION POLICY

“Let the children come to me, do not hinder them; for to such belongs the kingdom of God. Truly, I say to you, whoever does not receive the kingdom of God like a child shall not enter it.” ~ Mark 10:13-16

Policy Purpose

Kennewick First Presbyterian Church (“KFPC”) is committed to providing a church environment that is a safe place for children and youth and that protects them from abuse while involved in church-related activities. KFPC adopts these policies and procedures not only to maximize safety and prevent child abuse from occurring within its church community, but also to guide and protect volunteers and employees from unwarranted allegations of child abuse.

Terms and Definitions

Child abuse - An act committed by a parent, caregiver, or person in a position of trust (even though he or she may not care for the child on a daily basis) which is not accidental and which harms or threatens harm to a child’s physical or mental health or welfare. Types of abuse may include physical abuse, including physical injury or threat of injury; physical neglect, such as failure to provide necessary care to a child; sexual abuse; mental abuse or neglect; emotional abuse; and spiritual abuse. Child abuse includes, but is not limited to:

Neglect of Basic Needs - A form of abuse. Denial of food, water, cleanliness, clothing, and sleep are not appropriate means of discipline.

Physical Abuse - Any physical force applied by an adult or older youth in a position of care or authority to a child, youth, or vulnerable adult. Physical force (hitting, spanking, shaking, shoving, etc.) is not to be used by leaders in our programs.

Sexual Abuse – Any sexual contact or sexual interaction between a child (under the age of eighteen years) and an adult; any use of a child for the sexual stimulation of an adult, a third person, or the child; any risqué jokes, innuendo, unacceptable visual contact, unwelcome casual touch, unwelcome and inappropriate hugs and kisses, and sexually suggestive pictures between an adult and a child, as deemed inappropriate by any reasonable adult. Even if a child, youth, or vulnerable adult, out of ignorance, innocence, or fear does not resist, it is still abuse.

Emotional Abuse - Inappropriately belittling, hateful, or angry words and/or actions directed toward a child, youth, or vulnerable adult. Discipline by humiliation is also emotional abuse.

Spiritual Abuse- Using religious references to shame or by guilt to motivate a child into a particular action or behavior.

Employee – Any person who works for salary or wages at Kennewick First Presbyterian Church (KFPC) (including employees of the Kennewick Noah’s Ark Preschool).

Volunteer – Any person not employed by KFPC who, at any time during the year, teaches, supervises, or helps with children and/or youth activities. These activities include, but are not limited to: Nursery/Childcare Ministry, Children’s Sunday School, Children’s Worship, Children’s Midweek Programming, Youth Sunday School, Youth Group, Youth Ministry Activities, Children’s & Youth Choirs, Summer Camps & Conferences, Children’s & Youth Mission Trips, Scouting, Confirmation Class Mentors, Kennewick Noah’s Ark Preschool, and Vacation Bible School.

Leader – An adult designated by KFPC or by a sponsoring organization to have responsibility for children and/or youth. The adult must be a minimum of 20 years of age. Leaders of overnight trips must be at least 21 years of age. Leaders must be a minimum of four years older than the oldest children or youth they are serving.

Church Sponsored Activity - Includes any and all gatherings that arise from any worship, educational, childcare, fellowship, administrative, pastoral, mission or recreational event generated or organized by KFPC, whether on-campus or off-campus.

Volunteer Ministry – Includes any church sponsored activity engaged in by a volunteer.

Child or Youth – Persons under 18 years old and considered a minor under the law. This term shall also include legally incompetent persons.

Policy Procedures

1. Screening

Staff: Background Requirements

Applicants for full-time or part-time paid employment at KFPC will be required to provide, complete or undergo the following:

1. An Employment Application which will include basic information regarding past employment, standard contact information, three (3) unrelated references, and disclosure of prior convictions for crimes.¹

¹ Any candidate for employment who has a past conviction of or pending proceeding addressing an allegation of child abuse or neglect MAY NOT be employed by KFPC. Refusal to complete the Employment Application process or conviction for any of the following will automatically disqualify an individual from employment by KFPC: (i) crimes related to the possession, use, or sale of drugs or controlled substances; (ii) pedophilic behavior; (iii) incest; (iv) rape; (v) assaults; (vi) sexual abuse; (vii) indecent exposure; (viii) possession or promotion of child pornography; (ix) sodomy; (x) abuse of a minor; (xi) abandonment or endangerment of a minor.

2. A reference check covering, where possible, at least two past employers, or personal references unrelated to the applicant if information cannot be obtained from two past employers.
3. Prior to hiring an applicant, KFPC will obtain a national criminal background check for that individual, provided the individual is at least 18 years of age. Subsequent national criminal background checks will be repeated annually. Each employee shall be required to execute any documents that KFPC might request for such purpose.
4. Upon being hired, each new employee will be required to sign an acknowledgement that he or she has received a copy of the KFPC Child & Youth Protection Policy, understands it and will comply with its terms.
5. Each new employee will be provided orientation and training on child abuse, including its recognition and prevention, as well as on the terms and conditions of this policy.

Volunteers: Background Requirements

Volunteers who will be working with children or youth on a regular or ongoing basis on behalf of KFPC or on behalf of any KFPC-sponsored program, ministry, or event will be required to provide, complete or undergo the following:

1. A Volunteer Application Form which will include basic information including standard contact information, current occupation, three (3) unrelated references, and disclosure of prior convictions for crimes.²
2. Prior to becoming a volunteer, KFPC will obtain a national criminal background check for that individual, provided the individual is at least 18 years of age. Subsequent national criminal background checks will be repeated annually. Each volunteer shall be required to execute any documents that KFPC might request for such purpose.
3. Each new volunteer, prior to beginning any volunteer role, will be required to sign an acknowledgement that he or she has received a copy of the KFPC Child & Youth Protection Policy, understands it, and will comply with its terms.
4. Each new volunteer will be provided orientation and training on child abuse, including its recognition and prevention, as well as on the terms and conditions of this policy.

² Any candidate for volunteer service who has a past conviction of or pending proceeding related to an allegation of child abuse or neglect MAY NOT work with children and youth at KFPC. Refusal to complete the Volunteer Application process or conviction for any of the following will automatically disqualify an individual from volunteer service with children and youth: (i) crimes related to the possession, use, or sale of drugs or controlled substances; (ii) pedophilic behavior; (iii) incest; (iv) rape; (v) assaults; (vi) sexual abuse; (vii) indecent exposure; (viii) possession or promotion of child pornography; (ix) sodomy; (x) abuse of a minor; (xi) abandonment or endangerment of a minor.

2. Training

All child/youth workers (paid, contracted, volunteer) must participate in annual training that addresses this policy with emphasis on specific practices to avoid being placed in vulnerable circumstances, to recognize abuse, and response to events. Training documentation shall be retained for at least 7 years.

3. Supervision: On-Site Activities

Two-Adult Rule

Two non-related adults must always be present in groups of children and youth. All child and youth workers and volunteers should be a minimum of four years older than the age group they lead or supervise. When this age difference is anticipated, specific parental or guardian consent shall be obtained. KFPC employees and volunteers may not, during a KFPC program, be alone with a single child where they cannot be observed by others. The presence of two leaders is to protect children and youth against situations in which abuse might occur, and to protect leaders against false allegations of abuse or neglect. The only exception is during emergency situations or when event-specific parental or guardian written consent is obtained such as for a girls-only Bible study led by an intern.

In special cases when it may be necessary to meet one-on-one with a child on a foreseeable basis (i.e. counseling sessions), written permission will be obtained from the parent/guardian.

Open-Door Policy

Classrooms, childcare rooms, and any area in which programs for children or youth are taking place may be visited without prior notice by church staff, parents, or other volunteer church workers. No windows may ever be totally blocked so as to prevent visual observation into the classroom.

In the event that two leaders cannot be present in the room, such that one leader is alone in a room with one or more children or youth, a door or half-door from the room must be left open. The leader should not position himself or herself in the room such that other adults passing in the hallway cannot see him or her.

Furthermore, at any counseling session with children or youth, the door or half-door of the room used must remain open for the entire session. The session should be conducted at a time when others are nearby, even if they are not within listening distance.

Each classroom for children and youth should ideally have a door with an observation window or a half- door, such that the upper half may be kept open. If it does not, and two leaders are not present in the room, then the door must remain open at all times.

“Six Month” Rule for Volunteers

A volunteer must be a member of KFPC, or have regularly attended KFPC, for six months before

being placed in a position of supervising or caring for children. This requirement does not apply to paid staff or to volunteers who are involved in activities in which their own children are present. The Associate Pastor or Senior Pastor shall have the authority to waive this six-month rule upon request, when deemed appropriate.

Adult-to Child Ratios

The minimum adult -to-child ratio for all child related activities , is 2:10, for youth related activities, the ratio is 2:17. There shall be one adult of each gender whenever there is one or more minors of each gender in a group. .

Parental/Guardian Consent

Children and youth must obtain parental or guardian permission for involvement in church sponsored activities or programs that involve travel away from the church's physical facilities.

4. Supervision: Off-Site Trips and Events

Permission Forms

Parent/Guardian Permission Forms and Medical Consent Forms must be completed prior to all trips.

Two-Adult Rule

The two-adult rule must be followed throughout the trip with any foreseeable exceptions clearly stated and approved in advance by the parent or guardian. The total number of adults on each trip will be adjusted according to the requirements of the planned activities. Under no circumstances may one adult alone take or accompany minors on an overnight outing.

Ratios

The minimum adult to child/youth ratio for chaperones for any ministry with children or youth shall be 1:5. There shall be one adult of each gender whenever there is one or more minors of each gender in a group.. For overnight trips, an adult to child/youth ratio for chaperones of 1:4 is preferred.

Rooming Arrangements

Rooming arrangements should provide for children and youth of the same sex to room together and adults of the same sex to room together. When possible, adults' rooms shall be next to youth rooms and youth may be checked on during the night.

Adults should not share rooms with children. An individual minor may share a room with an individual adult if the two are related (parent/child), or if written permission has been granted prior to the event by a parent or guardian (in such cases as Intergenerational Mission Trips).

In situations where one large sleeping area is provided, two adults of the same sex shall accompany children or youth of the same sex.

Medical

Each child, youth, adult volunteer, and staff must submit a completed medical/insurance form. Each minor's forms must have a parent or guardian's signature.

Whenever possible, all off-site trips with children and youth shall have a staff or volunteer adult leader with current-certification first aid/CPR training.

Group leaders should have a copy of all medical forms for overnight or off-site events. These forms will be kept on the event site for the duration of the event.

First Aid supplies will be available on the event site. All workers will be informed of the location of First Aid supplies/equipment and shall have access to information concerning specific medical conditions and concerns of participants.

A written report will be completed in the case of any accident, medical emergency or injury.

Transportation

As recommended by our church insurance company, it is suggested that all drivers of children and youth be over 25 and under 65. In situations where this is not possible, parental/guardian permission shall be obtained before the trip and vehicles shall travel together.

When one vehicle is used for an event, the two-leader rule still applies unless parental permission is obtained prior to the trip. When several vehicles are taken for an event and two leaders are not available for every vehicle, keeping the other vehicle in sight at regular intervals is an acceptable substitution for the two-leader rule.

Travel arrangements for off-campus events will be coordinated through the church.

All adult drivers of children and youth shall have a current driver's license and will be screened through a driving history search.

All vehicles should remain parked throughout the duration of the activity except for transporting children and obtaining supplies.

Seat belts will be provided for all passengers.

5. Reporting

Note: KFPC has a separate "Child Abuse Reporting Policy" which by this reference is incorporated herein as though fully set forth.

Reporting Incidents

Any individual who observes or becomes aware of any alleged or potential incident of child

abuse must, as soon as possible, report the matter to a designated staff member to include the following:

- i. Senior Pastor
- ii. Associate Pastor
- iii. Director of Youth Ministry
- iv. Director of Christian Education

Because of the importance of proper reporting, pastors, employees, Session members, and persons highly visible to church members and visitors should understand the terms of the policy and be ready to help direct any such reports or allegations to the appropriate persons.

The designated staff person to whom the report is made will immediately complete the First Presbyterian Church of Kennewick's Suspicion of Child Abuse Form (copies of which will be maintained in the Church Office). A determination must be made at this point as to whether a child abuse report must be filed with Child Protective Services (Standard Reporting Policy) or the Police Department (Emergency Reporting Policy). If the suspected abuse meets the criteria for placing the report to Child Protective Services, the designated staff person must file the report within 48 hours of the event.

If the alleged abuse happened on church property by church volunteers or staff, they shall immediately be removed from contact with children until the incident reported has been resolved. This should be done in a discreet and tactful manner and, to the extent that it is possible to do so without causing harm or further injury, the person in question should not be banned from other church ministries.

If a child abuse report is filed with Child Protective Services, every effort will be made to remain in contact with the parent(s) or guardian(s) of the child(ren).

The designated paid staff person will immediately document all actions taken in the handling of the allegations.

6. Response and Investigation

A quick, compassionate, discreet and unified response to an alleged incident of child abuse will be initiated, and all allegations will be taken seriously.

Relief from Duty

Upon any report of potential or alleged child abuse by an employee or volunteer of KFPC, any individual accused of such conduct shall be temporarily relieved of any duties involving youth or children pending an appropriate investigation.

Parental Notification

If an incident has occurred on church property or during a church-sponsored event, the parents of any minor involved in any allegation of abuse shall be immediately notified.

Presbytery Notification

If the allegation is against a staff member or a pastor, the Executive Presbyter or his/her designee shall be contacted immediately.

Media Contact

Only the person(s) officially designated as the spokesperson(s) by the Session is authorized to make public statements on allegations to representatives of the media. All such requests for statements should be directed to the Senior Pastor.

Pastoral Care

Pastoral support shall be available to all persons involved in the incident.

7. Outside Groups

All leaders of non-KFPC sponsored groups and events that use KFPC facilities and supervise children and youth are expected to adhere to these policies. Upon receipt of the policy from KFPC, the leaders must review the Child and Youth Protection Policy and sign the Outside Group Leaders Release Form to acknowledge their review of it and to confirm their agreement to follow the policy. This includes, but is not limited to, groups such as: Boy/Girl Scouts, Trail Seekers, groups renting church space, and visiting youth groups. Given the nature of the outside groups that use KFPC facilities, KFPC will not perform background checks, seek personal and professional references, review employment records, or obtain civil and criminal records for such groups. Leaders of outside groups will be invited to attend KFPC's training classes and are expected to conduct their own due diligence in this regard.

8. Coordination with Other Policies of KFPC

To the extent that there may be other policies that have been enacted by KFPC which may deal with the same or similar issues, every effort should be made to read all of these policies together and reconcile any differences in favor of an interpretation that is consistent with the stated purpose of the Child and Youth Protection Policy.

9. Policy Review

The provisions of this Policy shall be reviewed annually by the Christian Education Team. Any proposed changes to the Policy will be brought to the attention of the Personnel Team for its input, if any, prior to any such changes by the Christian Education Team becoming final. The Christian Education Team shall report periodically to the Session and recommend any changes deemed appropriate.

Appendix A, Indications of Abuse

***Kennewick FIRST PRESBYTERIAN CHURCH
CHILD and YOUTH PROTECTION POLICY
INDICATIONS OF SEXUAL ABUSE***

WAC 388-15-009

What is child abuse or neglect?

Child abuse or neglect means the injury, sexual abuse, or sexual exploitation of a child by any person under circumstances which indicate that the child's health, welfare, or safety is harmed, or the negligent treatment or maltreatment of a child by a person responsible for or providing care to the child. An abused child is a child who has been subjected to child abuse or neglect as defined in this section.

(1) Physical abuse means the non-accidental infliction of physical injury or physical mistreatment on a child. Physical abuse includes, but is not limited to, such actions as:

- (a) Throwing, kicking, burning, or cutting a child;
- (b) Striking a child with a closed fist;
- (c) Shaking a child under age three;
- (d) Interfering with a child's breathing;
- (e) Threatening a child with a deadly weapon;

(f) Doing any other act that is likely to cause and which does cause bodily harm greater than transient pain or minor temporary marks or which is injurious to the child's health, welfare or safety.

(2) Physical discipline of a child, including the reasonable use of corporal punishment, is not considered abuse when it is reasonable and moderate and is inflicted by a parent or guardian for the purposes of restraining or correcting the child. The age, size, and condition of the child, and the location of any inflicted injury shall be considered in determining whether the bodily harm is reasonable or moderate. Other factors may include the developmental level of the child and the nature of the child's misconduct. A parent's belief that it is necessary to punish a child does not justify or permit the use of excessive, immoderate or unreasonable force against the child.

(3) Sexual abuse means committing or allowing to be committed any sexual offense against a child as defined in the criminal code. The intentional touching, either directly or through the clothing, of the sexual or other intimate parts of a child or allowing, permitting, compelling, encouraging, aiding, or otherwise causing a child to engage in touching the sexual or other intimate parts of another for the purpose of gratifying the sexual desire of the person touching the child, the child, or a third party. A parent or guardian of a child, a person authorized by the parent or guardian to provide childcare for the child, or a person providing medically recognized services for the child, may touch a child in the sexual or other intimate parts for the purposes of providing hygiene, child care, and medical treatment or diagnosis.

(4) Sexual exploitation includes, but is not limited to, such actions as allowing, permitting, compelling, encouraging, aiding, or otherwise causing a child to engage in:

- (a) Prostitution;

(b) Sexually explicit, obscene or pornographic activity to be photographed, filmed, or electronically reproduced or transmitted; or

(c) Sexually explicit, obscene or pornographic activity as part of a live performance, or for the benefit or sexual gratification of another person.

(5) Negligent treatment or maltreatment means an act or a failure to act, or the cumulative effects of a pattern of conduct, behavior, or inaction, on the part of a child's parent, legal custodian, guardian, or caregiver that shows a serious disregard of the consequences to the child of such magnitude that it creates a clear and present danger to the child's health, welfare, or safety. A child does not have to suffer actual damage or physical or emotional harm to be in circumstances which create a clear and present danger to the child's health, welfare, or safety. Negligent treatment or maltreatment includes, but is not limited, to:

(a) Failure to provide adequate food, shelter, clothing, supervision, or health care necessary for a child's health, welfare, or safety. Poverty and/or homelessness do not constitute negligent treatment or maltreatment in and of themselves;

(b) Actions, failures to act, or omissions that result in injury to or which create a substantial risk of injury to the physical, emotional, and/or cognitive development of a child; or

(c) The cumulative effects of a pattern of conduct, behavior or inaction by a parent or guardian in providing for the physical, emotional and developmental needs of a child's, or the effects of chronic failure on the part of a parent or guardian to perform basic parental functions, obligations, and duties, when the result is to cause injury or create a substantial risk of injury to the physical, emotional, and/or cognitive development of a child.

See Also:

RCW 26.44.020

Definitions.

The definitions in this section apply throughout this chapter unless the context clearly requires otherwise.

(1) "Abuse or neglect" means sexual abuse, sexual exploitation, or injury of a child by any person under circumstances which cause harm to the child's health, welfare, or safety, excluding conduct permitted under RCW [9A.16.100](#); or the negligent treatment or maltreatment of a child by a person responsible for or providing care to the child. An abused child is a child who has been subjected to child abuse or neglect as defined in this section.

(2) "Child" or "children" means any person under the age of eighteen years of age.

(3) "Child protective services" means those services provided by the department designed to protect children from child abuse and neglect and safeguard such children from future abuse and neglect, and conduct investigations of child abuse and neglect reports. Investigations may be conducted regardless of the location of the alleged abuse or neglect. Child protective services includes referral to services to ameliorate conditions that endanger the welfare of children, the coordination of necessary programs and services relevant to the prevention, intervention, and treatment of child abuse and neglect, and services to children to ensure that each child has a permanent home. In determining whether protective services should be provided, the department

shall not decline to provide such services solely because of the child's unwillingness or developmental inability to describe the nature and severity of the abuse or neglect.

(4) "Child protective services section" means the child protective services section of the department.

(5) "Children's advocacy center" means a child-focused facility in good standing with the state chapter for children's advocacy centers and that coordinates a multidisciplinary process for the investigation, prosecution, and treatment of sexual and other types of child abuse. Children's advocacy centers provide a location for forensic interviews and coordinate access to services such as, but not limited to, medical evaluations, advocacy, therapy, and case review by multidisciplinary teams within the context of county protocols as defined in RCW [26.44.180](#) and [26.44.185](#).

(6) "Clergy" means any regularly licensed or ordained minister, priest, or rabbi of any church or religious denomination, whether acting in an individual capacity or as an employee or agent of any public or private organization or institution.

(7) "Court" means the superior court of the state of Washington, juvenile department.

(8) "Department" means the state department of social and health services.

(9) "Founded" means the determination following an investigation by the department that, based on available information, it is more likely than not that child abuse or neglect did occur.

(10) "Inconclusive" means the determination following an investigation by the department, prior to October 1, 2008, that based on available information a decision cannot be made that more likely than not, child abuse or neglect did or did not occur.

(11) "Institution" means a private or public hospital or any other facility providing medical diagnosis, treatment, or care.

(12) "Law enforcement agency" means the police department, the prosecuting attorney, the state patrol, the director of public safety, or the office of the sheriff.

(13) "Malice" or "maliciously" means an intent, wish, or design to intimidate, annoy, or injure another person. Such malice may be inferred from an act done in willful disregard of the rights of another, or an act wrongfully done without just cause or excuse, or an act or omission of duty betraying a willful disregard of social duty.

(14) "Negligent treatment or maltreatment" means an act or a failure to act, or the cumulative effects of a pattern of conduct, behavior, or inaction, that evidences a serious disregard of consequences of such magnitude as to constitute a clear and present danger to a child's health, welfare, or safety, including but not limited to conduct prohibited under RCW [9A.42.100](#). When considering whether a clear and present danger exists, evidence of a parent's substance abuse as a contributing factor to negligent treatment or maltreatment shall be given great weight. The fact

that siblings share a bedroom is not, in and of itself, negligent treatment or maltreatment. Poverty, homelessness, or exposure to domestic violence as defined in RCW [26.50.010](#) that is perpetrated against someone other than the child does not constitute negligent treatment or maltreatment in and of itself.

(15) "Pharmacist" means any registered pharmacist under chapter [18.64](#) RCW, whether acting in an individual capacity or as an employee or agent of any public or private organization or institution.

(16) "Practitioner of the healing arts" or "practitioner" means a person licensed by this state to practice podiatric medicine and surgery, optometry, chiropractic, nursing, dentistry, osteopathic medicine and surgery, or medicine and surgery or to provide other health services. The term "practitioner" includes a duly accredited Christian Science practitioner. A person who is being furnished Christian Science treatment by a duly accredited Christian Science practitioner will not be considered, for that reason alone, a neglected person for the purposes of this chapter.

(17) "Professional school personnel" include, but are not limited to, teachers, counselors, administrators, child care facility personnel, and school nurses.

(18) "Psychologist" means any person licensed to practice psychology under chapter [18.83](#) RCW, whether acting in an individual capacity or as an employee or agent of any public or private organization or institution.

(19) "Screened-out report" means a report of alleged child abuse or neglect that the department has determined does not rise to the level of a credible report of abuse or neglect and is not referred for investigation.

(20) "Sexual exploitation" includes: (a) Allowing, permitting, or encouraging a child to engage in prostitution by any person; or (b) allowing, permitting, encouraging, or engaging in the obscene or pornographic photographing, filming, or depicting of a child by any person.

(21) "Sexually aggressive youth" means a child who is defined in RCW [74.13.075](#)(1)(b) as being a sexually aggressive youth.

(22) "Social service counselor" means anyone engaged in a professional capacity during the regular course of employment in encouraging or promoting the health, welfare, support, or education of children, or providing social services to adults or families, including mental health, drug and alcohol treatment, and domestic violence programs, whether in an individual capacity, or as an employee or agent of any public or private organization or institution.

(23) "Supervising agency" means an agency licensed by the state under RCW [74.15.090](#) or an Indian tribe under RCW [74.15.190](#) that has entered into a performance-based contract with the department to provide child welfare services.

(24) "Unfounded" means the determination following an investigation by the department that available information indicates that, more likely than not, child abuse or neglect did not occur, or

that there is insufficient evidence for the department to determine whether the alleged child abuse did or did not occur.

How can children be at risk in a “safe” place like church?

There may be several reasons children can be at risk even in “safe” places like a church. The following factors may contribute to the risk in a church setting:

- Ready access to children
- Institutional surprise: “We’re good people”
- Many churches have historically failed to prosecute
- Fewer external barriers than other youth-serving organizations
- Challenges coordinating child protection strategies

Potential indicators of sexual abuse

A **combination** or **pattern** of indicators may indicate the possibility of sexual abuse. Potential indicators include:

- Child does not want to go to a certain place or be around a particular person
- Child shows sexual knowledge or behavior beyond that expected for his or her age
- Child is overly affectionate and seems seductive with peers and adults
- Child has recurring genital infections or pain in the genital area
- Child has difficulty in walking or sitting
- Child has torn, stained, or bloody underclothing
- Child shows reluctance to change clothes
- Child is withdrawn, chronically depressed, or displays infantile behavior
- Child has exceptionally poor peer relationships
- Child is threatened by physical contact
- Child has unexplained money or “gifts”

For more information, please visit:

Prevent Child Abuse America at www.preventchildabuse.org

Appendix B, Forms

1. Employee Application Form
2. Volunteer Ministry Application Form
3. Authorization to Release Information to Presbytery
4. Child and Youth Protection Policy Acknowledgment Form and Participation Covenant Statement
5. Child and Youth Protection Policy Code of Conduct for Staff and Volunteers
6. KFPC's Child Abuse Reporting Policy and Suspicion of Child Abuse Report Form
7. Agreement for Leaders of Outside Groups Utilizing Church Facilities