

Children's Worker Policy

Maranatha has adopted the following policy and procedures for the safety and wellbeing of its child visitors, and to keep its adult leaders' testimonies intact by helping them to avoid situations that could have an appearance of wrongful behavior.

It is the goal of this ministry to do everything reasonably within its power to protect the children that we have been entrusted to oversee from any harm. The Bible tells us that children are precious, calling them a "reward" from God (Psalms 127:3-5). Jesus reflected the deep love God has for children when he told the disciples, "Suffer the little children to come unto me, and forbid them not: for of such is the kingdom of God" (Mark 10:14). This ministry takes very seriously the protection of those who God holds so precious to Himself.

Abuse Prevention Policy

Child abuse is a horrible sin that robs children of the innocence of youth. It is Maranatha's goal to prevent child abuse and neglect from occurring on its campus or through any of its agents, and to take all reasonable steps necessary to protect children from abuse. All faculty, staff, employees, volunteers, visitors, and other agents of Maranatha are expected to abide in accordance with the terms of this policy and to report any known or suspected child abuse that may occur on or off campus, regardless of who the abuser may be.

Definitions

Abuse means any physical or mental injury inflicted on a child by other than accidental means, and includes sexual intercourse or sexual contact.

Adult means any person 18 years of age or older.

Child means any person who is less than 18 years of age.

Neglect means failure, refusal or inability on the part of a child's caregiver, for reasons other than poverty, to provide necessary care, food, clothing, medical or dental care or shelter so as to seriously endanger the physical health of the child.

Teen Helper means any person who is not an adult, but who is involved in helping to facilitate the activity, program, summer camps, etc. and who will be working with children.

Rules

Background Checks

All persons who will be working with children in any capacity will be required to undergo a criminal background check. Eligibility to work with children will be based on the results of this check.

Screening Process

All persons who will be working with children in any capacity will be required to fill out and submit a Personal Screening application. This screening process may require a follow-up phone call to verify information. Eligibility to work with children will be based on the results of this screening process.

Worker Safety Training

All persons who will be working with children in any capacity will be required to complete the Worker Safety Training. This training will consist of reviewing the child worker policies, watching the required training video(s), and completing all necessary paperwork.

Corporal Discipline

For purposes of this policy, “corporal discipline” is defined as any physical form of punishment involving the deliberate infliction of pain. Corporal discipline is not permitted in association with any activity, program, or children’s function at Maranatha.

Two Adult Rule

This rule should be observed where feasible. A minimum of two leaders should be present in any room with children present. This rule not only protects children, but also protects the adult from false allegations that could ruin the testimony of children’s workers. Overnight dormitory accommodations and regularly scheduled classroom interactions present reasonable exceptions to this policy.

One-on-One Contact

In situations that require personal conferences, this meeting should be conducted in plain view of other adults and children. Workers should *never* be secluded alone with a child out of easy-line-of-sight of other leaders.

Open Doors

Doors should have clear glass windows for easy view, and must always be left open when only one adult is available.

Privacy Respected

Adults must respect the privacy of children in situations such as changing clothes, taking showers, and intrude only when safety requires. Adults must protect their own privacy in similar situations. Where necessary, care should be taken to ensure that children’s privacy is respected by other children as well.

Dorm Access

All Adults and Teen Helpers, who will be staying in the dorms, are required to undergo the Screening Process, a Background Check, and the Worker Safety Training before being allowed access to the dorms. **No exceptions will be made for this rule.**

Transporting Children

Transportation is to be provided only by authorized drivers.

Inappropriate Behavior

An adult leader may never:

- Make verbal threats
- Physically restrain a child
- Seclude a child
- Hug or kiss a child that is not their own
- Be alone with a child that is not their own
- Men: hold children on your lap
- Transport children without written permission
- Conduct an off-campus children's activity without written permission

Duty to Supervise

All activity, program, or camp workers and Teen Helpers are responsible for child supervision at all times. Children should not be allowed in a dorm or wandering around the campus without supervision.

Please refer to the attached Camp Staff Guidelines for a complete list of responsibilities, expectations, and procedures applicable to camp programs.

Reporting Procedures

Wisconsin law requires that any suspected abuse or neglect of a child must be immediately reported. Any suspected abuse or neglect must be immediately reported to the Camp Director. If the Camp Director is suspected to be involved in the abuse or neglect, then it should be immediately reported to the Executive Vice President of the College.

Under Wisconsin law, failure to report abuse subjects a person to both criminal and civil liability.

Any person being investigated for any allegation of abuse or neglect will immediately be placed on administrative (non-disciplinary) leave until the investigation can be completed at which time further action may be taken (if appropriate).

How to Spot Abuse

Signs of abuse to watch for are:

- Unexplained bruises, burns, fractures, or abrasions (often in various stages of healing).
- Consistent lack of supervision in the home.
- Consistent hunger, inappropriate dress, poor hygiene, unattended medical needs.
- Extremes of aggression or withdrawal.
- Moves with discomfort and shies away from physical contact.
- Wears inappropriate clothing for the weather to cover body.
- Withdrawn, depressed, listless.
- Difficulty sitting or walking.
- Inappropriate sex play, acting out seductiveness, or promiscuity.
- Sudden changes in performance, appetite, or self-worth.