

Conduct Policy for Children/Youth Staff/Volunteer:

1. No worker is allowed to be alone in a private setting (a bathroom, automobile, or classroom with the door closed, etc.) with any one or more children or youth. If a child needs assistance in the bathroom, a female approved worker may assist.
2. Nursery and preschool children should not be allowed to leave the class without an approved child worker or parent at any time (to the bathroom, on an errand, etc.).
3. Physical contact, if any, between worker and child/youth, must take place in full view of others. Workers must use extreme caution that any such contact could not be in any way construed as inappropriate (ex. Pat on the back, not on rear). Never should a child be touched in a disciplinary manner (ex: hands on chin, grabbing arm, etc.)
4. All workers are held responsible for discussing with the Children's Director and/or the pastoral staff any violations of the worker conduct section of this policy.
5. All inappropriate behavior requires immediate reporting according to the Abuse Reporting section of First Family's church policy.
6. All adult chaperones and supervisors for overnight activities will be cleared in advance with appropriate church leaders, in accordance with First Family Church policies.
7. All parents are, and should continue to be, encouraged to take their children to the restroom before services begin and, if necessary during the service, to accompany the child to the restroom and back.
8. Two approved supervisors must be present for all children and youth activities held in conjunction with First Family Church.
9. When working with children in the nursery area and/or children under the age of three the following additional rules of conduct should be adhered to:
 - a) One or more approved children's workers(s) needs to be present with children under age three. The care giver(s) must be visible from outside of the room at all times.
 - b) When helping toddlers in the bathroom, the door should be left open.
 - c) When diapering a child, workers should remain in full view of the other caregiver(s).
10. No worker is allowed to have children sit on his/her lap with the exception of babies and toddlers in the nursery.

I _____ have read and agree to comply with the First Family Church Conduct Policy.

Signed _____

Date _____