

University Ministry Center

Kid Safe! Student Covenant

The following policy has been established in order to protect young people and children who are involved in PBU sponsored ministries from undue risk of verbal, physical, sexual abuse and misconduct, and to protect our faculty, staff, and students from false accusations. This policy must be adhered to in order to ensure an atmosphere of emotional, spiritual, and physical safety for those involved in our ministries.

- 1.) Faculty, staff, students, and volunteers who wish to work with minors (under age 18) in a PBU sponsored ministry event (such as JAM, Kiddie Kollege, Kidsport, U-Link, tours with overnight stays) shall be evaluated and approved before beginning work. They will be required to read and agree to this policy, as well as complete the Child and Youth Worker Confidential Application Form. The supervisor/director of the specific ministry event with which they will work will be responsible for evaluating and approving workers, and communicating that information with the University Ministry Center. While we can not police every student in every ministry setting, we endorse these standards for any student working with minors.
- 2.) Persons with serious communicable diseases, or who have been convicted of either sexual or physical abuse of a minor, or have a history of inappropriate conduct involving actual or attempted abuse or sexual molestation of a minor, will not be allowed to interact with minors through PBU.
- 3.) Persons working with children and youth should observe the "two-person rule". This rule requires that workers avoid situations in which they would find themselves alone with a child, with no other workers present. In situations where this rule is not possible or practical, the worker should ensure that they are within "sight and sound" of others, and particularly that the interior of any occupied room be visible to outside observers. An open door, half open door, or an observation window meets the requirements of this policy. A worker should not take a child to the bathroom without a third party, and in situations where a child needs assistance, the stall door shall remain open.
- 4.) Workers should use discretion in regards to physical contact with young people. Workers should avoid any inappropriate contact, and should recognize personal and cultural differences as they relate to physical contact. Physical contact between a worker and a minor that would provide or is intended to provide any form of sexual gratification is strictly prohibited.
- 5.) A worker should not touch a student with intent to discipline. Only in instances where a minor is causing danger to himself or others is physical restraint appropriate. If a child is acting out, he or she should be separated from the group and encouraged to maintain proper behavior. If the child continues to be a distraction, the worker should contact the parent or guardian.
- 6.) Workers should be careful to avoid language that would bring verbal or mental harm to the minor. Communication that could be interpreted as humiliating, degrading, or threatening is inappropriate.
- 7.) Each worker should remember that they are representing our Lord Jesus Christ, as well as Philadelphia Biblical University, when dealing with each young person. The goal is for each individual to be treated with the utmost respect, and be subject to a safe, loving environment that fosters healthy relationships, learning and spiritual growth.

I hereby certify that I have read and understand the above policy and agree to comply with the policy while working in PBU sponsored ministries to youth and children.

Signature: _____ Date: _____

Print name: _____ 2009-2010 year
