THE DIOCESE OF
CHURCHES FOR THE SAKE OF OTHERS



C4SO YOUTH PROTECTION POLICY

Revised December 2020

THE DIOCESE OF
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FOR THE SAKE
OF OTHERS

IF YOU ARE CONSULTING THIS POLICY IN A CRISIS SITUATION, PLEASE CONTACT THE DIOCESE AT: CONNECT@C4SO.ORG

MY CONGREGATION COORDINATOR IS:

(FILL IN NAME AND PHONE NUMBER)

_____

MY YOUTH MINISTRY SUPERVISOR IS:

(FILL IN NAME AND PHONE NUMBER)

_____

MY LOCAL CONTACT TO REPORT SUSPECTED ABUSE OR HARASSMENT IS:

(FILL IN NAME AND PHONE NUMBER)

_____

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Thank you for your willingness to serve the youth at your church. To ensure you are equipped to serve youth in your care, please carefully review this policy, which describes best practices and requirements for protecting youth in the churches and ministries of The Diocese of Churches for the Sake of Others ("C4SO" or "the Diocese"). These guidelines are intended to foster a healthy and nurturing environment in which students can grow in relationship with Jesus Christ.

Sadly the reasons for protection policies are numerous (APPENDIX I). The harmful effects of sexual abuse are consistent with what one would expect with such a destructive act and often persist into adulthood. Abused youth often become adults who suffer from low self-esteem, are unable to form and keep healthy relationships, and struggle to maintain healthy boundaries.

Youth protection is not a packaged program that takes place during defined hours. Caring for the vulnerable is woven into the DNA of C4SO. Advocacy for the welfare of others is who we are and how we live. We encourage you to join us in adopting this mindset in all that you do, for the sake of others.

As you participate in this process, you join with the many who are commited to protecting and serving those most volunerable. We're grateful for the many ways you offer your time and gifts to the service of God's people. It is through the efforts and collaboration of those like you -volunteers, clergy, employees, and lay leaders - that the Church is able to serve those who are entrusted to us and to lead them in the ways of faith.

Your rector or ministry supervisor will ask you to sign a form acknowledging that you have read and understand this youth protection policy and have completed the mandatory training. He/she will also verify your doing so.

If you have any questions, please email connect@c4so.org.

In His Service,

The C4SO Diocesan Team

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Ministry supervisors and those overseeing youth: Please consult the companion Implementation Guide. This is available for download at www.c4so.org/childrenandyouth/

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Collect for the Care of Children

Almighty God, heavenly Father, you have blessed us with the joy and care of children: Give us calm strength and patient wisdom as we bring them up, that we may teach them to love whatever is just and true and good, following the example of our Savior Jesus Christ, Amen. (BCP, p. 829)

Note for clarity: In the Anglican Church, a rector is a member of the clergy who has charge of a church or parish. The term rector, used throughout this policy, may be considered interchangeably with pastor.

GUIDING VALUES FOR YOUTH PROTECTION

Love, understood as *willing the good of the other*, is our overall highest value. Cherishing and treasuring youth automatically rules out unkindness and abuse of all kinds. In serving youth, we seek to be the kinds of people who could and would follow the teaching of Jesus to love our neighbor as our self. We don't ever want things *from* youth to satisfy something in us, we want things *for* them: growth in Christ, in the Spirit, in the kingdom of God, in love and service to others.

Respect, admiration and reverence are close seconds to *love*. Youth are not some sort of sub-species of adults. They are, by the will and creation of God, persons in their own right. Thinking of Psalm 8:

> *What [are youth] that you are mindful of them, human beings that you care for them? You have made them a little lower than the angels and crowned them with glory and honor. You made them rulers over the works of your hands; you put everything under their feet.*

As youth leaders you do not merely serve *the next generation*; you, working with the Spirit, shepherd into being the glorious purposes of God for humanity—helping youth live out the precious potential for doing good that God created within them. Such a view of your work will eliminate all manner of damaging God's creation and will spark in you a strong desire to protect youth from any predator.

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A No-Tolerance Diocesan Policy

Everyone who serves the church through educational, pastoral, recreational or other activities is expected to maintain the highest biblical standards in relationships with those to whom they minister, avoiding any form of misconduct. That commitment extends to sexual and physical behavior. C4SO will not tolerate any form of abuse involving clergy, lay employees, volunteers or other persons. In addition, because the safety of youth is of the highest importance, those who have a civil or criminal record of child abuse are unable to serve as volunteers in a youth program.

Contemporary Gender Issues and Sexual Ethics in the Context of Youth Ministry

We recognize that contemporary cultural trends and attitudes about gender and sexual ethics are complex and rapidly changing. You may find students wrestling with issues around gender fluidity, gender dysphoria, same-sex attraction or other situations which may challenge the existing policies.

These situations may require specific knowledge or understanding so we can care for individual students in a loving and caring community setting. In consultation with the bishop, the rector is responsible for local adaptation around specific ministry situations and with regards to suitable protection practices that embody C4SO's guiding values.

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OUR FIVE-STEP APPROACH TO PROTECTING YOUTH

The Diocese and your congregation are committed to creating a positive and healthy environment for students through a five-step approach:

1. Screening
2. Training
3. Interacting
4. Monitoring
5. Responding and Reporting

Please read carefully for practical guidelines and best practices. Your knowledge, commitment and participation are invaluable to this process—we couldn't do it without you!

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STEP 1: SCREENING

Congregations like yours use screening tools like background checks and reference checks to have the greatest assurance that the employees and volunteers they are assembling and monitoring are properly suited and adequately trained for the outlined responsibilities. These screening procedures apply to everyone who serves at your church or volunteers with youth, even for special events and day camps. Your church is expected to know and comply with applicable state laws and insurance terms/conditions. Thank you for your cooperation.

STEP 2: TRAINING

Training is an important deterrent to abuse and focuses on recognizing inappropriate behaviors and the warning signs of potential abuse.

In person training at the parish is an important part of learning how to respond to the challenges of protecting youth. But it is not the only part of training of youth workers. Reading and understanding this policy manual is key in your training. You'll be asked to sign the acknowledgement form (APPENDIX II) indicating you have done so and understand your church's implementation of this policy and your role within it.

Your training also includes MinistrySafe, the sexual abuse awareness training program endorsed by The Anglican Church in North America (http://www.anglicanchurch.net/?/main/page/174). Every two years, all clergy, lay ministers, employees and volunteers who have contact with youth must complete MinistrySafe Sexual Abuse Awareness Training or a Diocese-approved equivalent. Your church will provide materials and instructions. This training must be successfully completed before you begin to work in youth ministry. If you have any questions about whether you have completed your training or if it has expired, ask your ministry supervisor (refer to contact information on page 2 of this policy).

Training is continuous as long as you're a volunteer. In order to keep your youth protection skills current, you will undergo review sessions regularly.

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STEP 3: INTERACTING PROCEDURES

These procedures help youth and adults feel safe in ministry and help detect problems before they turn into an incident of abuse. Your church is committed to protecting students in its care through promoting a positive, nurturing environment.

RELATIONAL

Physical Interacting

This is a vital time and place to model Christ-like relationships and encourage students to grow spiritually through developing healthy, trusting relationships. God, through Jesus, has made our bodies sacred places where God has chosen to dwell. Our faith in the resurrection of the body, therefore, calls us to care for our own and one another's bodies with love.

The following guidelines are to be followed by those working in youth programs:

1. Pats on the back and other forms of appropriate physical affection between staff members or volunteers and students are important for student's development and are generally suitable in the church setting.
2. Inappropriate touching and displays of affection are forbidden. This includes touching that could be perceived by the other person as unwelcome, sexual, or more intimate than is customary given the nature of the relationship. Inapropriate displays of affection are those which may tend to be offensive to observers. Any inappropriate physical contact, touching or displays of affection should be immediately reported to your ministry supervisor and/or rector. This includes inappropriate touching and displays of affection between students. Students who may be dating others in the group or at an event should be advised that church events are not times when they may display public affection for their significant other.
3. Physical contact should be for the benefit of the student, and never be based upon the emotional needs of a staff member or volunteer.
4. Physical contact and affection should be given only in observable places or when in the presence of other students or student staff members and volunteers. It is much less likely that touch will be inappropriate or misinterpreted as such when physical contact is open to observation.
5. Physical contact in any form should not give an appearance of wrongdoing. The personal behavior of staff or volunteers in youth ministry must foster trust at all times. Personal conduct

STEP 3: INTERACTING (CONT.)

must be above reproach.

6. Do not force any physical contact, touch or affection upon a reluctant student. A student's preference not to be touched must be respected.
7. Staff members and volunteers are prohibited from using physical discipline in any manner for behavioral management of children. No form of physical discipline is acceptable.
8. Student staff and volunteers are responsible for protecting students under their supervision from inappropriate or unwanted touch by others. This includes being aware of student-to-student affection. Church events are not functions for dating couples to display their affections for one another. These events are also not meant to foster flirtatious behavior that results in inappropriate touching, comments, or the like. Youth staff and volunteers should be cognizant of these types of interactions and inform students it is unacceptable behavior that is not allowed.
9. Report inappropriate behavior or suspected abuse immediately to your ministry supervisor and/or rector.
10. Contact sports necessarily involve physical touch, and they have long been a part of youth social activities. Many of these activities should be considered as appropriate for youth programs. However, discretion and wisdom should always be used in planning and supervising the types of activities promoted at events.

Physical privacy

Staff and volunteers in youth ministry should never be nude in the presence of students in their care. In the event there is a situation that may call for or contemplate the possibility of nudity (i.e. changing clothes during a pool party, showering, weekend or overnight retreat, etc.), everyone is to change privately. This includes staff, volunteers and youth.

Virtual Environments

We understand that engaging students includes not only in-person but also virtual gatherings. The following are guidelines for virtual events:

- All participants, adults and students, should be fully clothed, including portions of the body that may be "off camera."
- Adults should not be in their bedrooms, on their beds, or have a bed in the background of

STEP 3: INTERACTING (CONT.)

their camera.
- Adults must not have suggestive, political, racist, or similar materials or images on their screens or in their backgrounds. Students should be requested to follow the same standards.
- Students should not be on their bed or have their bed in the background.
- An adult monitoring the virtual space for hackers or inappropriate use is required to host a virtual event.
- Virtual gatherings require a registration, and links should not be included on any social media or in broad email lists.
- Should a "Zoom bomb" take place, parents will be contacted.
- If a student is sharing inappropriate, graphic, or other harmful material, they will be removed from the virtual environment and parents will be contacted.

Virtual environments are not suitable or safe for one-on-one gatherings and should follow the same standards as meeting in a physical room or transportation in a vehicle.

One-to-One Interactions

Your church recognizes that meeting the emotional needs of students may occasionally require staff members and volunteers to minister to them on an individual basis. Ordinarily, adult staff members and volunteers should conduct one-to-one meetings with an individual student at a time when others are present and where interactions can be easily observed. What we want to establish is transparency; what we want to avoid is secrecy. Leaders are expected to model emotionally healthy relationships. For example, they do not show clear favoritism.

As you spend time with students, an attraction may develop. If you suspect that a student has developed an attraction to you, or is flirting with you, or if you find yourself developing an attraction to a student, you should immediately disclose that to the ministry supervisor or rector. Further discussions will follow to determine the best path forward. Reporting these kinds of feelings or actions quickly is important to handling the situation well.

Sleeping Arrangements

It is anticipated that certain youth ministry activities may occasionally require that overnight

STEP 3: INTERACTING (CONT.)

sleeping arrangements be made for youth and staff members and volunteers (i.e. lock-ins, mission trips, ski trips, etc.). In the event an activity requires sleeping arrangements, staff members and volunteers will observe the following rules:

1. An individual student should not be housed alone with another student or adult. In student group sleeping situations, there needs to be at least one adult present in the same room with students or in an adjoining room with the door between the rooms kept open.
2. All adult leaders must have previously completed your church's screening and training process.
3. Overnight sleeping arrangements are expected to be documented in writing. Documentation should be approved by the ministry supervisor or rector prior to the activity.
4. Leaders should check with parents and use good judgment regarding the selection of movies. Movies with sexual themes and/or partial or complete nudity are forbidden. Discretion should be shown concerning movies with inappropriate language or violence. The rector and/or ministry supervisor should consider the overall redemptive value in selecting movies for youth.
5. Appropriately modest sleeping attire must be worn by both boys and girls; both tops and bottoms.
6. In the event of a sleepover on campus that involves both boys and girls, boys and girls must sleep separately, properly supervised by adult volunteers or staff of the same gender.
7. Staff members and/or volunteers will monitor sleeping arrangements. Staff members and volunteers should not physically touch a sleeping student, except in an emergency.
8. Staff members and volunteers should refrain from sitting on the beds of the students except in an emergency.
9. Taking into the consideration the various settings of ministry, the ministry supervisor is expected to exercise sound judgment based upon the circumstances and/or context (i.e. wilderness camping, mission trips, etc.)
10. We encourage proactivity in changing or modifying any housing accommodation that makes anyone uncomfortable with real or potential sexual dynamics or that otherwise presents a potential threat to one's safety or security. This includes being aware of students who may be dating or flirting to ensure those students are not put in positions where they could be in compromising positions that the church is supervising.

STEP 3: INTERACTING (CONT.)

Illegal Drugs
Those working in youth ministry are expected to refrain from the use, possession, or influence of any illegal drugs. Youth workers are expected to be clean and sober. Anyone found or identified with illegal drugs will be excused from ministry. If you need help or struggle in this area, please discuss with your ministry supervisor and/or rector.

Transportation
Youth ministry is a team effort where students learn to live in Christian community. Staff members and volunters may from time to time be in a position to provide transportation for students. When workers are involved in the transportation of students:

- Staff members and volunteers should never be alone with a student for any sort of transportation.
- Students should be transported directly to their destination. Unauthorized stops, including stops to non-public places, should be avoided.
- Staff members and volunteers should avoid physical contact with students while in vehicles.
- No cell phones may be utilized by the driver while operating church vans, or vehicles owned or rented by your church, unless in an emergency.
- Churches are expected to comply with insurance carrier requirements on their vehicles.

COMMUNICATION
Verbal Interactions
Verbal interactions between staff members or volunteers and students should be positive and uplifting. In serving youth, we're to follow the teaching of Jesus to love our neighbor as our self. Your church's staff members and volunteers strive to keep verbal interactions edifying, constructive, and mindful of their mission to encourage youth in their potential for doing good that God created within them. To this end, staff members and volunteers should not talk to students in a way that is or could be construed by any reasonable observer as harsh, threatening, harassing, intimidating, shaming, bullying, derogatory, demeaning, or humiliating.

Inappropriate verbal interactions include unwanted sexual advances (including but not limited to advances via social media, texting, etc.), requests for sexual favors, and/or verbal conduct of

STEP 3: INTERACTING (CONT.)

a sexual nature where:

a) submission to or rejection of such advances, requests or conduct is made explicitly or implicitly a term or condition of service or employment or as a basis for decisions; or

b) such advances, requests or conduct have the purpose or effect of unreasonably interfering with an individual's well-being by creating an intimidating, hostile, humiliating or sexually offensive environment.

Sexually-Oriented Conversations

As mentioned earlier, contemporary gender issues and sexual ethics are complex. The evolution of culturally normative behaviors and practices is changing the types of conversations and questions that youth may introduce in a ministry setting. We anticipate that youth ministry will include discussions and lessons about dating, relationships, sex and human sexuality. We expect ministry interactions and discussions to reflect the values and biblical virtues present in healthy, Godly relationships. There is no tolerance for staff or volunteers to make sexual jokes or enter into conversations with youth about sexual activity unless it is to promote biblical values and/or counsel about the topic.

Sexually-Oriented Materials

You may use (subject to limitations imposed by the rector and/or rector's designee) age-appropriate materials when leading discussions dealing with human sexuality/sexual abuse prevention/sexual purity. We anticipate these conversations and presentations will be conducted in a manner consistent with the Guiding Values described in this policy. Make any prospective program material available to the parents of participants for review, and give parents sufficient notice to opt out, should they have concerns or objections.

You may overhear or students may tell you directly about themselves or other students sending nude pictures/sexting. This should be immediately reported to the ministry supervisor or rector. The students you are working with are still considered minors and nude pictures of themselves constitute child pornography. Sending and receiving nude or sexually-provocative photographs of minors may subject those involved to criminal liability. The laws and enforcement of such laws vary from state to state. Students should be informed of the severe harm they could experience

STEP 3: INTERACTING (CONT.)

if they send or receive such photos. Students should understand that nude photos may not be kept between the sender and original recipient, which can lead to students being severely harmed.

Photography

The church is expected to request parental permission before using photos of youth in its promotional materials. Ask parents to fill out a written consent form and keep it on file at the church. We recommend that churches obtain signed parental consent release forms annually, respecting the parents who are non-consenting. We have provided this form in the Appendix of this manual.

Social Media

The term "social media" refers to social networking services, blogs, short-message services, message boards, wikis, podcasts, image- and video-sharing sites, and other methods for real-time information sharing among users. Because this is a constantly evolving area, these principles below apply to all new social media platforms whether or not they are specifically mentioned here.

- Don't connect with youth on social media when they are younger than the minimum age as established by each social media outlet (for example, Facebook's minimum age is currently 13).
- With parental consent, engage in healthy interactions with youth on social media.
- Use personal interactions on social media to model appropriate behavior both on and off social media.
- Report any concerns about social media to your ministry supervisor and/or rector.

In areas where this policy does not provide a direct answer for how members of your community should answer social-media questions, members should use their best judgment and take the most thoughtful and prudent action possible:

- Be responsible – social media posts are individual interactions, not official church communications. Members of your community are personally responsible for the content they publish. Official statements of church policy may only be made by the rector or her/his designee.

STEP 3: INTERACTING (CONT.)

- Be smart – a blog or community post is often visible to the entire world and can be shared by others in ways that you cannot control. Remember that what you write is public and will remain public for a very long time. In private communications with students, if a student ever attempts to engage in any sort of inappropriate conversation you should discontinue the conversation, document the conversation, and report the incident to the ministry supervisor and/or rector.
- Respect the privacy of others – do not publish the personal information of others in the community without their permission or, in the case of students under 13, written permission of their parents. Personal information includes that information that can be used on its own or with other information to identify, contact, or locate a person.
- Be respectful – your church is a thoughtful and prayerful community that encourages free expression and values civil debate. If you disagree with others, do so with civility. Respect your audience, express your views with appropriate language, and be respectful of the Church and its teachings.
- Be trustworthy – Students may confide in you about personal matters. While you should never repeat their personal matters as gossip, you cannot promise confidentiality. There may be occasions when it is necessary to share personal information a student disclosed to you due to potential harm to the student.
- Be selective – there are a variety of communication methods available, and not all communications are well-suited to social media platforms. Consider whether your communication is better suited to face-to-face conversation, a phone call, email, or other method.

PARENTAL CONTACT AND INVOLVEMENT

Parents with youth participating in ministry activities and programs will be contacted if their child becomes severely ill, injured, or has a severe disciplinary problem while participating in church programs.

Parents have an open invitation to observe all programs and activities in which their child is involved. However, parents who desire to participate in or have continuous, ongoing contact with youth programs will be required to complete your church's volunteer application and screening process.

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STEP 4: MONITORING

Be diligent in monitoring and supervising youth activities in all settings at all times. Monitoring helps detect problems before they turn into an incident of abuse and helps adults avoid wrongful allegations of abuse where none has occurred.

Conduct all meetings and interactions with youth in a room with an internal window that allows for constant observation of activities in the room at all times. If such a room isn't available, keep the door to the room open at all times so that all activities inside the room are visible from the hallway outside the room.

- **Design all youth activities to be supervised by two or more screened and trained individuals.** Never leave students unattended in the church building or on the property following a church activity.
- When discipling, counseling and/or mentoring youth, regularly conduct your interactions in a public place or where other persons are present.
- Extend an open invitation for parents to visit at any time unannounced.
- Carefully review new programs and/or significant changes to a program structure.

STEP 5: RESPONDING AND REPORTING

As a volunteer or employee, you are in a influential relationship of authority and trust with those to whom you minister and their families. This is not an easy topic to discuss with them. It is up to adults to be the primary protectors. Knowing this, you're expected to respond at the earliest opportunity if misconduct occurs, or you have reason to believe it is occurring, following the appropriate reporting protocols.

There are two immediate concerns when you suspect abuse has taken place. First, immediately report to the rector or ministry supervisor. Second, follow the guidance below.

STEP 5: RESPONDING AND REPORTING (CONT.)

Responding to the Victim

If, by their own disclosure, or some other behavior, you come to suspect that a young person is experiencing or has experienced abuse or neglect, you will need to take appropriate steps to assure the best response for the victim. Reasonable suspicion that a student is abused or neglected may also occur in other ways. For example, a perpetrator may confess such abuse or neglect to a clergy member, or someone may observe physical or behavioral indicators of abuse or neglect in a student.

When you have a suspicion or learn of abuse, you should do the following:

- Respect the student's privacy by finding an appropriate non-threatening place to talk that is still observable by others. If possible, ask a staff member, another trained volunteer, or other responsible adult to join in listening to the student's account.
- Keep calm, listen, and avoid expressing shock or outrage.
- Let the student know that he/she is believed.
- Assure the student that any abuse was not his/her fault.
- If helpful, tell the student that he/she was brave to disclose the abuse.
- Avoid questions that could make the student feel responsible or plant ideas that could taint the student's recollection and account.
- Write down as accurately as possible what the youth disclosed.

Do not discuss the information with, or in the presence of, other people who do not need to know what happened. Limit discussion about the information to parents and appropriate church and legal authorities as discussed further below.

Internal Church Communication and Reporting

Promptly report to your rector or his/her designee whenever you:

- Are involved in or become aware of any sexually-inappropriate exchanges involving youth and adults; or
- Are involved in or become aware of sexual misconduct involving a student by a clergy person, a staff member, or a volunteer; or
- Are arrested for, or convicted of, any crime involving child abuse and/or neglect, are charged

STEP 5: RESPONDING AND REPORTING (CONT.)

with child sexual abuse in a civil proceeding; commit an act of child sexual abuse; or (except as otherwise prohibited or limited by applicable laws and regulations) are diagnosed with any paraphilic psychological condition, as defined by the American Psychiatric Association, including, but not limited to, pedophilia, voyeurism or exhibitionism; or

- become aware that a member of your household or a person who is attending the church is arrested, charged and/or diagnosed as per above.

Reporting to Legal Authorities in Accordance with Applicable Laws

When there is reason to believe child abuse or neglect has occurred or is occurring, act immediately. **Do not ignore or fail to take seriously any reported incident.**

- Reporting requirements for suspected child abuse and neglect include two separate authorities with different requirements: reporting within the church and reporting to state authorities. As an initial matter, report every suspected incident of child abuse or neglect to your ministry supervisor and/or rector. This helps both you and the church to determine whether a report to the state is appropriate. If required, notify the appropriate state agency as listed in the state sheet included with this manual and on the C4SO Children and Youth Protection website (www.c4so.org/childrenandyouth/report-child-abuse).
- In some states, volunteers are classified as mandatory reporters. In those states where volunteers are mandatory reporters, make the report directly to the appropriate state authority, then complete your legal duty by reporting internally to the rector or diocesan ombudsman. Please refer to the applicable state sheet determine who is a mandatory reporter.
- If you are not a mandatory reporter, immediately notify your ministry supervisor and/or rector.

If an incident occurs, the church will appoint a single spokesperson to respond to all inquires (media or otherwise). Volunteers and staff should direct all questions to this church spokesperson. Those with knowledge of the incident, whether staff of volunteers, must maintain confidentiality.

You Make a Difference

Through the Spirit you are shepherding into being the glorious purposes of God for humanity. We thank God for your ministry. You are Christ's ambassadors in sharing His love, respect, admiration and reverence for His children. You are engaging with Christian disciples in an especially formative

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Appendix I

RAINN Statistics on the Sexual Abuse of Children and Teens

RAINN (Rape, Abuse & Incest National Network) is the nation's largest anti-sexual violence organization. RAINN created and operates the National Sexual Assault Hotline (800.656.HOPE, online.rainn.org and rainn.org/es) in partnership with more than 1,000 local sexual assault service providers across the country and operates the DoD Safe Helpline for the Department of Defense. RAINN also carries out programs to prevent sexual violence, help survivors, and ensure that perpetrators are brought to justice.

Of all sexual abuse victims under 18, two out of three are ages 12-17.

Child victims know their perpetrator: Out of the yearly 63,000 sexual abuse cases substatiated, or found strong evidence, by Child Protective Services (CPS),[6] the perpetrator was most often the parent. [1]

- 80% of perpetrators were a parent
- 6% were other relatives
- 5% were "other" (from siblings to strangers)
- 4% were unmarried partners of a parent

Child Sexual Abuse Is a Widespread Problem

- One in nine girls and one in 53 boys under the age of 18 experience sexual abuse or assault at the hands of an adult. [3]
- 82% of all victims under 18 are female. [4]
- Females ages 16-19 are four times more likely than the general population to be victims of rape, attempted rape, or sexual assault. [2]

The effects of child sexual abuse can be long-lasting and affect the victim's mental health.
Victims are more likely than non-victims to experience the following mental health challenges: [5]

- About four times more likely to develop symptoms of drug abuse
- About four times more likely to experience PTSD as adults
- About three times more likely to experience a major depressive episode as adults

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SOURCES:

1. United States Department of Health and Human Services, Administration for Children and Families, Administration on Children, Youth and Families, Children's Bureau. Child Maltreatment Survey, 2012 (2013).
2. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, Sex Offenses and Offenders (1997).
3. David Finkelhor, Anne Shattuck, Heather A. Turner, & Sherry L. Hamby, The Lifetime Prevalence of Child Sexual Abuse and Sexual Assault Assessed in Late Adolescence, 55 Journal of Adolescent Health 329, 329-333 (2014)
4. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics, Sexual Assault of Young Children as Reported to Law Enforcement (2000).
5. H.M Zinzow, H.S. Resnick, J.L. McCauley, A.B. Amstadter, K.J. Ruggiero, & D.G. Kilpatrick, Prevalence and risk of psychiatric disorders as a function of variant rape histories: results from a national survey of women. Social psychiatry and psychiatric epidemiology, 47(6), 893-902 (2012).
6. United States Department of Health and Human Services, Administration for Children and Families, Administration on Children, Youth and Families, Children's Bureau. Child Maltreatment Survey, 2013 (2014).

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Appendix II
Youth Protection Policy
ACKNOWLEDGMENT OF RECEIPT

Clergy, Employees, Lay Ministers, Volunteers and Ordinands*

Name of Church: _____

1. I understand how this Youth Protection Policy is implemented in this church, as well as my specific role.
2. I have received, read and understand The Diocese of Churches for the Sake of Others (C4SO) Youth Protection Policy. I agree to follow and abide by these guidelines as I serve in ministry to students in this church.
3. I have completed the required Diocese-approved Sexual Abuse Awareness Training (through MinistrySafe or equivalent).

I understand that the policy may be modified at any time, and that any guidelines may be amended, revised, or eliminated at any time by the diocese. I am responsible for reading any amendments or revisions and complying with them.

_____ _____

Staff Member or Volunteer's name (please print) Date

_____

Staff Member or Volunteer's signature

*This form must be signed and returned by ALL:

- Clergy canonically resident, licensed or serving in this Diocese
- Lay ministers licensed by this Diocese
- Employees of Congregations (full and part-time)
- Volunteers who work with youth
- Ordinands for Holy Orders

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Ministry supervisor or rector: Collect, retain and file originals. Congregations are responsible for retaining these forms indefinitely.
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THE DIOCESE OF CHURCHES FOR THE SAKE OF OTHERS

Appendix III

Parental Consent Form for Use of Videos and Photos of Minors

_____ *[Church name]* recognises the need to ensure the welfare and safety of all young people taking part in any activity associated with our organization. In accordance with our child and youth protection policy, we will not permit photographs, video or other images of children or youth to be taken without the consent of a parent. As your child will be taking part in _____ *[Insert name of specific event, or reference continuing child and youth classes or programs]*, we would like to ask for your consent to take photographs/videos of the event or activity that may contain images of your child. It is likely that these images may be used as:

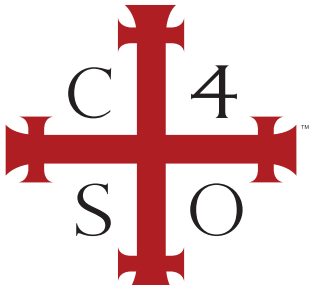
- a record of the activity or the event which may be presented on the church website or social media
- in a written evaluation report of the activity or event that will be viewed by the church
- publicity material for further activities or events on leaflets/websites/brochures
- illustrations of the activities or events in published articles

The church will take all steps to ensure these images are used solely for the purposes they are intended. If you become aware that these images are being used inappropriately you should inform the rector or congregation coordinator immediately.

We would be grateful if you would return this form to the congregation coordinator by _____ *[Date]*.

I, _____ *[Parent]*, consent to / do not consent to *[circle one]* _____ *[Church]* photographing or videoing _____ _____ *[name of minor]*.

Date: _____



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