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Safety Training



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Great Privilege, Great Responsibility

- We have an opportunity to leave an eternal impression for good
- We can have great influence in students' lives at a time when they are very open. But that stewardship carries a great responsibility
- We need to love, protect, and nurture students



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Why These Policies?

- They reflect our desire to honor God, protect and nurture students, and protect and inform our leaders.
- They reflect biblical guidelines of living above reproach, legal standards, and common practice in Christian youth ministry.



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Three Principles:

- Isolation – greatly limit or eliminate time when adult leaders are alone with children, especially in private places.
- Accountability – ensure appropriate and mutual accountability for adults working with children.
- Power & Control – seek to eliminate situations where adults or older students have inappropriate power and control over children and younger students.



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Decreased Isolation = Decreased Risk

Decrease the level of Isolation when an adult* is with a child

Time

Location

Physical Arrangements

Number of people present

Frequent, unplanned supervision

*Adult = 18 years and older (and if under 17 then a three-year difference in ages)



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ACCOUNTABILITY

Increased Accountability = Decreased Risk

- References
- Two non-related adults supervise when possible
- Awareness of team policy to report unsafe, unwise actions



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GROUP DYNAMICS

Decreased Power & Control =
Decreased Risk

- Foster a climate of accountability and shared authority. Give and receive feedback on behavior
- Balance size, age, and physical strength of children so no one is at a great disadvantage



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Cru Policies

Seek to interpret the following policies through the lens of these principles:

- Decreased Isolation
- Increased Accountability
- Appropriate Power & Control



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Relating to Students

- Leaders cannot download or view sexually oriented or morally inappropriate material in the presence of students or on Cru property*
- Leaders can't use, possess, or distribute illegal drugs, alcohol or tobacco in the presence of students*
- *Note – We do not condone the above behaviors at any time, but especially in the presence of students.
- Students cannot be in a leader's bedroom or private living areas, especially a student alone with a leader



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Conduct

- Leaders must treat all kids with respect and consideration
- Leaders can't date minors or become romantically or sexually involved with any minor
- Leaders can't be nude or inappropriately dressed in the presence of students



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Supervision

- When possible, have two leaders at every event
- The adult-to-youth ratio should meet the guidelines of the facility where you are
- Have a clear chain of command



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- Leaders report any injury, accident, or damage to property to Cru Leadership Development
- Leaders confront leaders or students when one of these policies is broken. If the problem persists, they report it to their team leader. If the problem continues, they or the team leader reports it to the appropriate LD leader



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Verbal Interactions

- Leaders may not speak to students in any way that is or could be construed as
 - Harsh
 - Coercive
 - Threatening
 - Demeaning
 - Humiliating
 - Derogatory
 - Intimidating
 - Shaming



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Inappropriate Verbal Interactions

- Name calling
- Discussing sexual encounters
- Involving students in your problems
- Cursing
- Telling off-color or sexualized jokes
- Shaming
- Belittling
- Derogatory remarks
- Harsh language that may frighten, threaten, or humiliate a student
- Compliments that relate to physique or body development



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Inappropriate Physical Contact

- Lengthy embraces
- Kisses on the mouth
- Touching bottoms, chests, genital areas
- Showing affection in isolated areas
- Sleeping in bed with a student
- Touching the knees or legs of a student
- Any form of unwanted affection



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One-on-One Interactions

- Follow these guidelines to limit but not prohibit one on one-on-one interactions between students and leaders:
 - Avoid physical affection that can be misinterpreted
 - Document unusual incidents
 - Leave the door open so others can observe you
 - Inform other leaders if you are alone with a student
 - Ask other leaders to randomly drop in
 - Talk in a public place in full view of others



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Electronic Communication

- All e-mail, social networking, texting, and other electronic communication between an adult leader and a student should take place in an open or public way, or leaders should take care to copy or inform another adult leader of their communication.
 - i.e. Facebook communications should happen on the wall or with the knowledge of another leader
 - i.e. Leaders should blind-copy another leader on leader-to-student e-mails



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Guidelines for Discipline

- Never use physical punishment to manage behavior
- Never isolate a student except to gain control and never for longer than 15 minutes
- Never withhold food or water
- Don't use degrading punishment
- Do not assign work that is unrelated to a natural or logical consequence
- Don't punish a group for one student's behavior
- Do not punish by prohibiting sleep or withholding access to parents, medication, bathing, or clean clothes
- Don't use physical or mechanical restraint like rope or tape



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Transportation of Students

- Cru runs Motor Vehicle records reports for each leader
- Be safe at all times when transporting students
- Obey all traffic laws while driving students
- Cru reserves the right to limit a leader's ability to drive involved students



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Parental Involvement

- Cru seeks dynamic relationships with the parents and families of minors involved in the ministry
- Leaders need to report unusual or unmanageable behavior to parents and their supervisor as soon as possible. This includes behavior that might harm the student or others



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Parental Involvement (continued)

- Encourage parents to come to any event where their students are involved. If parents want ongoing involvement, they would have to apply to be a volunteer as any other leader would
- If a student is injured while participating in an event or program, leaders should make every attempt to contact the parent as soon as possible.



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True or False

You are camping with a group of students, and everyone decides to go skinny dipping at midnight. They beg you to come because it will be so much fun. You've known them for a long time and know they have done this before. It's OK if you go.



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Response

An adult leader may not go skinny dipping with a group of students. As an adult, being naked with students in any setting is not appropriate because of the potential for inappropriate action, thought, or perception.



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True or False

You come on two students fighting after a meeting. You have to physically restrain one to get him to stop fighting. It's OK because you have to stop the fight.



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Response

It is OK to restrain a student to prevent injury and stop the fight. However, the wise leader will restrain only as long as is absolutely necessary. Use of restraining items such as rope are not permitted.



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True or False

The meeting runs a little over. You know a student needs to get home by a certain time or she will be grounded. You speed on the way home so she can get home in time, explaining how safe you are driving so students don't get the wrong idea. It's OK because the student is really growing and her parents may prohibit her coming again if she's not home on time.



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Response

It is not OK to disobey traffic laws, even if the student will be late. Breaking the law is not OK, even if there is a good reason for it.



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True or False

You have a small group meeting at your home. The students are hanging out in your living room after the meeting. One student wants to talk about something confidential so you take him into your bedroom and close the door to respect the student's confidentiality. It's OK because you can tell the issue is a big deal to the student.



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Response

It is best for a leader to be alone with a student only in a public place. If a leader feels he needs to be alone with a student after a meeting, it would need to be with the door open or ajar. Another leader should know about the meeting and check in periodically.



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True or False

A student confides in you that she is afraid because her dad is beating her. The student believes her mom doesn't want to say anything because she is afraid. You have to talk to the parents because you are a mandatory reporter.



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Response

You do not have to talk to the parents if you fear for the child's safety. But you will need to contact your team leader and LD to determine the next course of action. More than likely, that course of action will involve reporting the danger to the proper authorities.



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True or False

A group of students is at a lock-in. A couple guys start getting loud and rowdy. As you talk with them, they get louder. You have to call them out by yelling back. You tell everyone they need to do 50 push-ups to bring them under control. This might be the best way to handle it.



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Response

This would not be the best way to handle it. There may be an occasion where raising your voice is necessary to gain control. But punishing the group because of the actions of a few is not OK. It is also not OK to use physical punishment.



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True or False

A student e-mails you that her parents are fighting again and talking about divorce. She asks you not to tell anyone, so you e-mail her, give her some advice, and pray. Because she asked for confidentiality, you don't need to let anyone know what's going on in this student's family.



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Response

You do need to tell your team leader and let the student know you're doing that. No interaction regarding confidential matters should be kept completely private between one student and one leader. If the situation is severe, it may require further action.



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True or False

A student is playing around and breaks his arm at a conference. The student asks you not to call his parents because they will be angry. You know the parents didn't really want the student to attend so you decide to let the student tell them when he's ready. This is probably the best decision.



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Response

This is not the best decision. The parents need to be notified immediately, even if their response is not positive. We need to support the parents' decisions, even if they choose to remove their child from the conference.



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True or False

A group of guys you work with smokes cigars together occasionally. They invite you because God is working in their hearts and they respect your leadership. It's OK because of the great rapport you are building with the students.



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Response

It is not OK for a Cru leader to use tobacco or alcohol with or in the presence of students. This action sets a questionable example as it relates to underage tobacco use and may encourage underage alcohol use.