



# Safe Sanctuary Policy Training

# U.M. ARMY

## Safe Sanctuary Policy



- Purpose:
  - Address safety of youth and leaders
  - Prevent the opportunity for occurrence and/or appearance of abuse
  - Help protect volunteers from false accusations and/or suspicions
- Scope:
  - Applies to all participants, paid and unpaid leaders, lay or clergy, who have direct or indirect contact with youth at any U.M. ARMY sponsored event
  - Does not replace the local church Safe Sanctuary (or similar) training each participating church is responsible for, as required by U.M. ARMY

***NOTE: If a participating church has a more stringent Safe Sanctuary policy, the Director is asked to adhere to that policy and adjust mission week ratios, etc. accordingly to accommodate during their respective mission week.***

# Definitions – Age Ranges



- Youth - participants registered as youth (under 18 years of age)
- Young Adult – participants between 18-20 years of age (*NOTE: Some regions or churches may require a five year age difference between youth and adult leaders*)
- Adult – participants twenty-one (21) years of age or older
- Young Adults and Adults are, collectively, defined as Leaders

# Definitions - Abuse



- Verbal - verbal comments that humiliate, degrade or threaten another person

*Examples: "dumb blond" jokes: comments about a certain group of people; making fun of a person or situation*

- Physical - any act of omission or an act that endangers a person's physical or mental health

*Examples: pushing or shoving; acts of violence*

- Sexual - sexual exploitation or use of same for satisfaction of sexual drives. This includes, but is not limited to:
  - romantic involvement with any participant
  - sexual intercourse, or sexual conduct with, or fondling of a Youth
  - sexualized behavior that communicates sexual interest and/or content

*Examples: 19 year old Young Adult flirting with a 17 year old Youth; making sexual comments or innuendos; touching another person without permission*



# Policy



- A written copy of the full policy is provided to all participants. Participants are asked to read prior to mission week.
- “2 Deep Rule”
  - Minimum of two (2) adults when youth are present; second adult must be within line of sight
  - One-on-one mentoring/counseling should be conducted in sight of another adult
  - Applies to overnight sleeping arrangements
    - If not possible to have two adults of same gender with youth in dorm rooms, adults and youth need to sleep separately
    - Sleeping arrangements need to be separated by gender

# How Can This Work?

Creative work team configurations or work site adjustments will need to be considered:

- Two adults assigned to one team. Team size will vary based on vehicle capacity
  - Examples:
    - Each team is given a separate project at one site – Team A does yard work; Team B builds the front steps
    - Two teams work together on a larger project at one home
    - NOTE: could help address the vehicle situation when churches bring vans vs. cars
- Young Adult is used as second adult on a team
- Second adult floats between two worksites that are within “line of sight” of each other (i.e. next door or across the street)



# Transportation



- One adult per vehicle is permitted, with two (2) or more youth
- Adult must be licensed and vehicle must be insured
- Seatbelts are to be worn by everyone at all times
- In an emergency situation, one youth may be transported by one adult
- Parent may provide transportation to their own child without another youth being present

# Shower Policy



- A minimum of two participating adults shall be present at the showering facilities while they are in use
- Youth and Adults shall shower at separate times or in separate rooms
- Public facilities:
  - Mission week leadership shall meet with appropriate facility personnel in advance of the mission week to inspect the facility and ensure it can accommodate the mission week
  - Separate men's and women's facilities must be made available
- Private Home Showers:
  - The host church can recruit host families from its congregation to provide home showering facilities
  - Host church senior pastors shall provide mission week leadership with written confirmation that host showering family adults have been screened in accordance with Policy and Procedure Number: R/D4 of these U.M. ARMY Policies and Procedures.
  - Host showering family adults may count toward the two adult requirement above



# Process for Allegations



In the event of an allegation, follow steps outlined in U.M. ARMY Safe Sanctuary Policy under “Reporting of Incidents” section



Questions???