ABUSE & HARASSMENT PREVENTION

CALIFORNIA-PACIFIC CONFERENCE

Learning Lab Objectives:

- Raise awareness of the needs and vulnerabilities present within communities.

- Review the Ministry Safe online platform for conducting background checks and training.

- Provide a renewed opportunity to utilize Safe Gatherings for background checks and training purposes.

- Introduce the CEO of Safe Gatherings/Validity

- Highlight the availability of policy templates and the updated webpage.

- Note changes in the currently available policy template.

- Gain knowledge about AB506 Department of Justice fingerprinting requirements.

- Review the Sexual Harassment Training Module.

It is important for local churches to not only have thoughtful abuse prevention policies in place, but to make certain that all staff and volunteers are aware of them, to implement them consistently, to have them reviewed and updated from time to time to meet the requirements of new laws and regulations, and to adjust them based upon experience and changed circumstances.
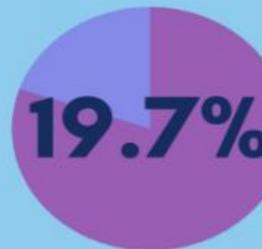
SEXUAL ABUSE IN SCOUTING

What did victims experience?

71.2% NEARLY 3 IN 4 (71.2%) VICTIMS OF ABUSE IN SCOUTING WERE ABUSED MULTIPLE TIMES.

Almost **two thirds** (63.9%) of abusers remained in Scouting after victims told Scouting of the abuse.

19.7% 19.7% (nearly 1 in 5) of victims of abuse in Scouting were abused by more than one person.

94%

of child sexual abuse cases reported were done by leaders who had one-on-one contact with a child.

Yet the BSA *insists* it prohibits one-on-one interactions between children & adults.

CHILD USA
THE NATIONAL THINK TANK FOR CHILD PROTECTION

FOCUS ON FACTS

12:

The average age boy scouts were sexually abused within the organization.

FOCUS ON FACTS

childusa.com

IMPACT OF CHILD SEXUAL ABUSE

Spiritual Crisis

Financial Costs

Litigation

Victimization of Children

Media Coverage

Congregational Disunity

Damaged Families

Shattered Trust

REQUIREMENTS FOR YOUR CHURCH

According to CA state law (AB506), HI Chapter 350, Conference policy, insurance (Philadelphia), and best practice, both professionally and pastorally, these are the requirements for your church:

1) Your church must have an Abuse Prevention Policy.

2) Your church must implement the required background checks and abuse prevention training using either Ministry Safe or Safe Gatherings.

3) Your church must implement Livescan fingerprinting background checks. (CA law AB506)

4) Your church must implement the procedures delineated in your Abuse Prevention Policy.

5) Your preschool must be in compliance with licensing.

WHO MUST GET A BACKGROUND CHECK, ABUSE PREVENTION TRAINING, AND LIVESCAN FINGERPRINTING?

- All Cal-Pac clergy and Lay Persons Assigned, whether appointed/assigned to local churches or to conference staff, district superintendent positions, or extension ministries
- Camp & Retreat Employees and Volunteers
- All Church Staff and Volunteers who work with children, youth, and/or vulnerable adults.
- All Preschool Staff and Volunteers
- All Staff and Volunteers for Conference-sponsored activities involving children, youth and/or vulnerable adults.
- All paid staff and volunteers at local churches who work with children, youth, and/or vulnerable adults.

 Note:

- Local church employees who do NOT work with children, youth, or vulnerable adults must clear the Safe Gatherings online background check, but do not need Livescan fingerprinting.

WHERE DO WE GO FOR BACKGROUND CHECKS AND TRAINING?

Safe Gatherings OR Ministry Safe – Choose One

- **Both offer online applications.**

- Both offer AB506-compliant searches.

- Both offer AB506-compliant web-based abuse prevention training.

- Both offer electronic data management for local churches, District offices and the Conference.

If you are already successfully and consistently using Ministry Safe, please continue to use it well.

If you are NOT already successfully and consistently using Ministry Safe, you'll want to get started with Safe Gatherings right away.

Introduction of Safe Gatherings/Validity
CEO Darren DuPriest

Online application

Background checking system

Web-based abuse prevention and boundary awareness training

System administration provided by Safe Gatherings organization

Electronic data management of the information gathered

SG handles adverse action

ELEMENTS OF AN ABUSE PREVENTION POLICY

Theological Foundation

Definitions and Scope-Who does the policy apply to?

Training requirements for staff and volunteers

Abuse and its Consequences

Recognizing and Honoring Boundaries

Pre-screening of Workers (staff and volunteers)

Safe Practices in Children and Youth Ministries

Safe Practices in Special Needs and Elderly Ministries

Responding to and Reporting Abuse

ABUSE PREVENTION POLICY CALIFORNIA-PACIFIC CONFERENCE

All churches must have an Abuse Prevention Policy.

* Use the template provided on the Conference website.

* Use Policy Builder – a free platform provided through Safe Gatherings - customizable

- **Other AB506-compliant policy**

Conference Website:

www.calpacumc.org

Abuse and Sexual Harassment Prevention Resources

POLICY BUILDER

Create · Store · Manage

ABUSE PREVENTION POLICY CALIFORNIA-PACIFIC CONFERENCE

- **Annual Review** by SPRC or Single Board prior to filling out Charge Conference Form #6: Abuse Prevention Policy Verification

- **Include Form #6** in your digital/print packet

- **Have a copy** of your policy ready to share with the presiding elder

2024-2025 Forms

FOR ALL LOCAL CHURCHES

- 1 Annual Composite Report of the Trustees
- 2 Annual Report of the Finance Committee
- 3 Salary & Benefits Compensation Report
- 4 Annual Report on Church Staffing
- 5 SPRC Appointment Recommendation & Pastoral Evalu
- 6 Abuse Prevention Policy Verification
- 7 Annual Report of the Pastor
- 8 Clergy Appointment Request
- 9 Membership Audit
- 10 Post-Charge Conference Recap

PROCEDURE — LANGUAGE UPDATES

In the Conference template we clarified some questions about supervision. Here's the clarification:

* Where there is a worker who is younger than 18 years of age, there must also be someone who a certified worker in the room.

* Youth under age 18 serving as leaders or regular volunteer workers in specific ministry areas may take the certification course, but do not qualify as certified workers until they are 18.

* There must be two certified adults present in all settings. It is never appropriate to be alone with a child at any age. In the rare circumstance where it cannot be avoided, any door must be kept open, or they must be in a situation where they can be observed.

PROCEDURE — LANGUAGE UPDATES

We replaced gender-specific language about sleeping arrangements with language that gives you more flexibility to provide appropriate supervision in your ministry context.

Sleeping arrangements should be made in a way that respects the privacy and dignity of all individuals. Each participant's personal space should be maintained, and arrangement should consider individual needs for comfort and rest. Rooms or sleeping areas will be assigned in a manner that ensures all participants feel safe and respected. Participants may request rooming preferences in advance, which will be considered in room assignments. All sleeping areas will be adequately supervised by trained chaperones, and clear boundaries will be communicated to all participants to maintain a safe environment.

LIVE SCAN
REQUIREMENTS AND PROCESS

California Department of Justice

AB 506 REQUIREMENTS

Fingerprint-based background checks (Live Scan) required for licensed, employment or volunteer position working with children, the elderly or the disabled.

Agencies apply for authorization to conduct Live Scan background checks.

APPLICATION PROCESS

Step 1: Determine if agency is authorized to submit applicant fingerprints for background checks.

How?

Step 2: Complete and file application for authorization.

▶ Identify Custodian of Records for the church.

Church applies under Youth Organization and Human Resources agency

▶ Obtain ORI number as qualifying agency.

APPLICATION PROCESS

Step 3: Determine if your agency is required or wants to receive Subsequent Arrest Notifications once person is employed.

Step 4: Wait for authorization to be approved.

Once approved, send applications for Live Scan using Request for Live Scan Service with the church's ORI number.

COR accesses the DOJ site to check results.

RESOURCES

▶DOJ website

https://oag.ca.gov/fingerprints/agencies

▶Links to the application and the Custodian of Records process.

▶Cal-Pac website

▶Sample application and Request for Live Scan Services

BASIC TRAINING REQUIREMENTS

▶ Employers with 5 or more employees must provide two hours of sexual harassment training to supervisors every two years.

▶ Must also provide at least one hour of sexual harassment training to non-supervisory employees every 2 years.

NOTE: *This training requirement is for all <u>employees</u>, including clergy, and is separate and distinct from training programs such as Safe Gatherings and Ministry Safe that cover prevention of abuse of children, youth and vulnerable adults .*

TRAINING SPECIFICATIONS

Must be interactive

Must be at least two hours in length (classroom or e-learning); at least one hour for non-supervisory

Must meet certain requirements regarding qualifications of the trainer:

- Attorney; HR professional; harassment prevention consultant; professor/instructor in law school or university

CAL-PAC CONFERENCE REQUIREMENTS

▶ For clergy and lay staff at churches, training conducted in English or Spanish <u>must</u> be done through:

▶ In2vate

* Administered by Hub International on behalf of Philadelphia Insurance
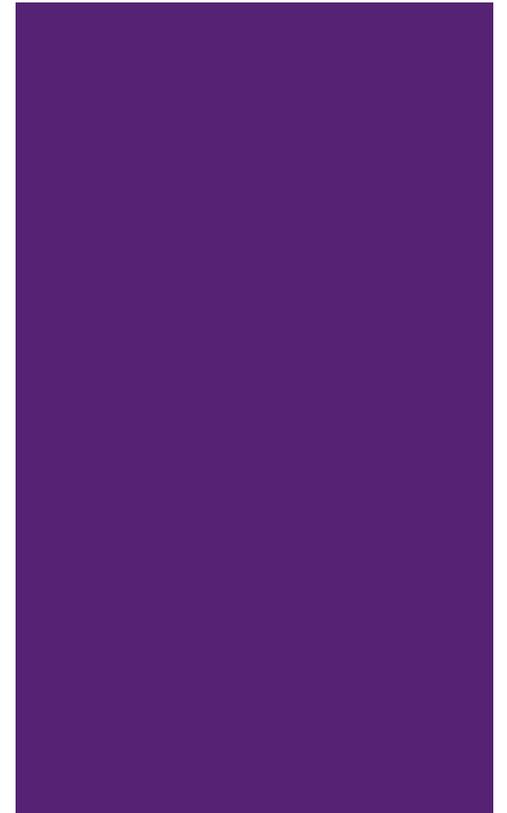
* **No cost to the church.**

CAL-PAC CONFERENCE REQUIREMENTS

Each church registers with in2vate

Administrator at church assigns training to all staff

Clergy take the training through their church

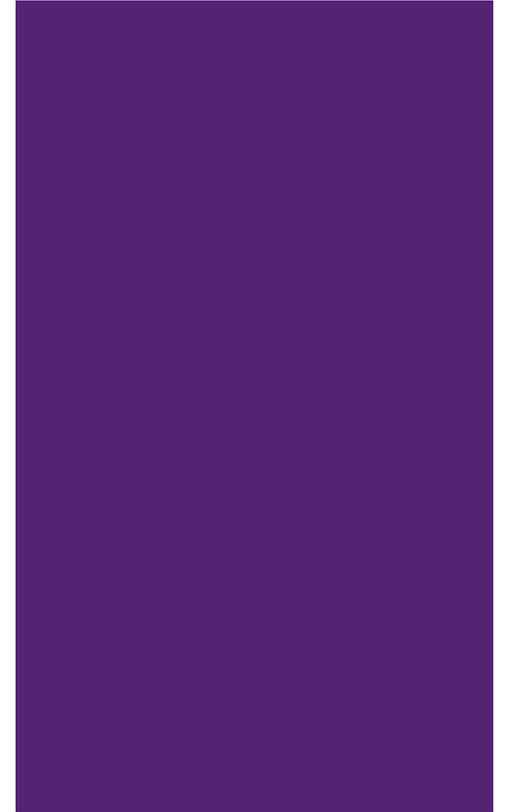Only applies to retired clergy if they are working in retirement at a local church

TRAINING IN KOREAN, CHINESE, VIETNAMESE, TAGALOG

Civil Rights Department

https://calcivilrights.ca.gov/shpt/

No cost to the church.

GET HELP

For assistance with using the Ministry Safe System:

Ministry Safe Help Desk: 833.737.7233 (Toll Free), support@ministrysafe.com

For assistance with using the Safe Gatherings System:

Safe Gatherings Live Customer Support: 888-241-8258

For questions about insurance coverage and requirements, call the Conference's insurance broker's dedicated agents:

HUB International
- Lizet Hernandez: 310.568.5986; Lizet.hernandez@hubinternational.com
- Elizabeth Maddelina: 310.568.5931; Elizabeth.maddelina@hubinternational.com

For questions about individual and church compliance, renewal dates and general inquiries:

District Offices
- **EAST:** Dani Caguin eastdistrict@calpacumc.org
- **HAWAI'I:** Sonya Lee hawaiidistrict@calpacumc.org
- **NORTH:** Jan Newton northdistrict@calpacumc.org
- **SOUTH:** Emilie Peñuelas southdistrict@calpacumc.org
- **WEST:** Polly Sablan psablan@calpacumc.org

ABUSE AND SEXUAL HARASSMENT PREVENTION RESOURCES

Introduction

Our churches are intended to be safe, secure spaces for children, youth, and vulnerable adults. Any report of harm breaks our hearts and renews our shared commitment to protect our communities from predators. Thank you for making your way to this site. We are working to maintain it as a centralized, consistently updated resource hub.

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AC2025

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