

CALIFORNIA-PACIFIC CONFERENCE ABUSE AND HARASSMENT PREVENTION PROGRAM

*“Let the little children come to me, and do not hinder them, for it is to such as these the kingdom of heaven belongs”
- Matthew 19:14*

In Jesus’ proclamation above, he was calling us all to be accountable for the most vulnerable in our midst. Not just the children but the marginalized, the vulnerable, and the elderly. The California-Pacific Conference takes that call very seriously. To that end, this document shares the comprehensive information and resources needed to fulfill the call to care for the vulnerable in our midst. Identified in this resource page is information on training, background checks, fingerprinting when required, and our plan for regular monitoring and enforcement of these requirements.

ABUSE AND HARASSMENT PREVENTION PROGRAM ADMINISTRATION STEPS CONFERENCE STAFF OVERSITE: ASSISTANT TO THE BISHOP (A2B) AND DIRECTOR OF HUMAN RESOURCES (HR)

- I. A2B, in collaboration with HR Director, coordinates with Conference Trustees, Conference Chancellor, and District Superintendents to ensure that the following is completed.
 - a. Biannually Inform and Track Compliance.
 - i. Inform clergy, local churches, and preschools of requirements and resources through District Conferences and Charge Conferences.
 - ii. Local Church compliance is confirmed through Administrative Assistants in the District Offices.
 - iii. Clergy compliance is confirmed through the Episcopal Office.
- II. HR Director in collaboration with A2B, DSs, and Episcopal Office.
 - a. Provides updated Abuse Prevention Policy Template on the Conference website and to Local Churches.
 - b. Assures Camp Site Directors, Associate Director of the Board of Ordained Ministry, and Conference staff are updated and compliant annually.
 - c. Fields questions from churches to ensure they get the information and resources they need.

REQUIRED FOR...

REQUIRED FOR...	Abuse Prevention/Children and Youth		Abuse Prevention/Children and Youth-AB506
	Abuse Prevention Training Provider: Ministry Safe	Online Background Check Provider: Private Co. through Min. Safe	DOJ Background Check via Fingerprints Provider: LiveScan (DOJ)
Local Church and Church-Owned Preschools			
Local Church Emp. Working with Ch/Youth	X	X	X
Local Church Emp. NOT Working with Ch/Youth		X	
Local Church Volunteers Working with Ch/Youth	X	X	X
<i>INITIATED AND TRACKED BY: Local Church</i>			
Preschools-All Positions	X	X	X
	Encouraged but not required	Encouraged but not required	Handled via licencing requirements
<i>INITIATED AND TRACKED BY: Preschool</i>			
Active Clergy, including appointments to:			
* local church	X	X	X
*extension ministries	X	X	X
*conference staff	X	X	X
*retired/reappointed	X	X	X
*lay persons assigned	X	X	X
<i>MS, SH & LS INITIATED AND TRACKED BY: Epis Office</i> <i>HB INITIATED AND TRACKED BY: BOOM</i>			
Conference Staff & Ministry Candidates			
Camp Employees	X	X	X
Camp Volunteers	X	X	X
<i>MS & SH INITIATED AND TRACKED BY: Site Directors</i> <i>LS INITIATED BY: Site Directors</i> <i>LS TRACKED BY: HR Director</i>			
Workers for: Conf-Sponsored Youth Activities	X	X	X
<i>INITIATED AND TRACKED BY: HR Director</i>			
Declared Candidates for Ministry (LiveScan)			X
<i>INITIATED AND TRACKED BY: HR Director</i>			
Declared Candidates for Ministry (Background)	X	X	
<i>INITIATED AND TRACKED BY: Assoc. Dir. BOOM</i>			

REQUIRED FOR...

	<p>Abuse Prevention Policy Template</p> <p>Posted on Cal-Pac Website Provider: Cal-Pac Conference</p>	<p>Sexual Harassment Prevention in the Workplace</p> <p>Online Mandatory Training for Employers with 5+ Employees Provider: in2vate</p> <p>Provider for Other Languages: Civil Rights Dept. Website</p>	<p>Clergy Sexual Ethics Training</p> <p>Healthy Boundaries Training</p> <p>Required for Clergy</p> <p>Provider: GCSRW Resources</p>
Local Church and Church-Owned Preschools			
Local Church Emp. Working with Ch/Youth	X	X	
Local Church Emp. NOT Working with Ch/Youth	X	X	
Local Church Volunteers Working with Ch/Youth	X		
<i>INITIATED AND TRACKED BY: Local Church</i>			
Preschools-All Positions	X	X	
<i>INITIATED AND TRACKED BY: Preschool</i>		Mandatory for All Employers in CA w/ 5+ employees	
Active Clergy, including appointments to:			
* local church	X	X	X
*extension ministries	X	X	X
*conference staff	X	X	X
*retired/reappointed	X	X	X
*lay persons assigned	X	X	X
<i>MS, SH & LS INITIATED AND TRACKED BY: Epis Office</i> <i>HB INITIATED AND TRACKED BY: BOOM</i>			
Conference Staff & Ministry Candidates			
Camp Employees	X	X	
Camp Volunteers	X		
<i>MS & SH INITIATED AND TRACKED BY: Site Directors</i> <i>LS INITIATED BY: Site Directors</i> <i>LS TRACKED BY: HR Director</i>			
Workers for: Conf-Sponsored Youth Activities	X		
<i>INITIATED AND TRACKED BY: HR Director</i>			
Declared Candidates for Ministry (LiveScan)	X		
<i>INITIATED AND TRACKED BY: HR Director</i>			
Declared Candidates for Ministry (Background)	X		
<i>INITIATED AND TRACKED BY: Assoc. Dir. BOOM</i>			