

## **Safety and Interpersonal Relationships**

**Policy: BLC seeks to deal with our colleagues and friends, those with whom we partner, and those whom we try to serve in ways that are helpful, productive, and free from abuse or other misconduct. We pray that God helps us as we seek to do his work. As “God’s Hands” in the world, we find it prudent to develop and follow various guidelines and procedures, and that these “safety” rules be adopted by the Council and reviewed and updated annually.**

### **Rules:**

- Background Security Checks will be required for all BLC staff and contract staff, for all volunteers who serve as chaperones for overnight trips involving children and teens, and for all volunteers dealing one-on-one with children or in counseling situations with adults. These Checks will be done using professional services companies and will include at least criminal history and driving record histories.
- Background Security Checks will be required for all volunteers serving as BLC representatives and dealing one-on-one with vulnerable individuals and families (e.g. with a BLC-sponsored NOVACO family, with FACETS clients, with FISH families). Ordinarily, these Checks are required (and arranged for) by the host organization. BLC will ensure that this is indeed the case and that BLC representatives and those they serve are appropriately protected.
- BLC staff will be familiar with the performance requirements of their positions and with the policies and procedures codified in BLC Personnel Policies and in the Personnel Handbook. Among other things, these documents describe requirements for performance reviews, deal with personal safety, prohibit harassment, and touch upon other kinds of unacceptable behavior.
- As a matter of prudence, private one-on-one pastoral counseling with someone of the opposite sex ordinarily will be discouraged. At a minimum, someone of the same sex as the person being counseled should be close by.
- As a matter of prudence, confirmation classes or other gatherings of teens or preteens should include at least two adults (teachers or chaperones). In gatherings that are to last overnight, at least one female and one male chaperon should be present.
- As a matter of prudence, adult drivers (18 or over) should be used to transport BLC children to events outside of BLC.
- As a matter of prudence, the BLC nursery should always be staffed with at least two adults.