

Christ Lutheran Church

Youth Protection Policy

Table of Contents

Introduction	2
What is Child Abuse?	2
Worker Screening	2
Training	3
Supervision	3
Reporting	4
Facility	5
Defining and Recognizing Child Abuse	Appendix A-1
Primary Screening and Release Form for Work with Children and Youth (Paid Workers)	Appendix B-1
Request for Criminal Records Check and Authorization	Appendix B-2

Christ Lutheran Church

Youth Protection Policy

Adopted by the Congregational Leadership Council (Title change to Congregational Leadership Team 2009) November 9, 1996 and amended to include specific reference to the Early Education Center and Christ Lutheran School on September 20, 2000. Revised September 28, 2011. Revised October 23, 2014.

Christ Lutheran Church desires to be a safe and secure place for all children and adults who attend or who participate in activities. Incidents of child abuse or neglect cuts across every racial, social, economic and religious boundary. The church is not immune to such abuse of children, either by its members or by those in a leadership position. Such victimization causes deep and sometimes lifetime physical and emotional scars to the victim. In order to ensure the safety of children in its care, to protect the reputation of the church, and to reduce legal liability, Christ Lutheran Church adopts the following "Youth Protection Policy". This policy applies to all volunteer and paid workers of Christ Lutheran Church and Education Center.

What Is Child Abuse?

Child abuse is any physical injury, physical neglect, emotional injury, or sexual act inflicted upon a child. Several indicators, including a child's behavior, may indicate the occurrence of child abuse. See Appendix A at the end of this policy for definitions and possible indicators of abuse.

Worker Screening

The following policy reflects our commitment to provide protective care of all children, volunteers who participate in church sponsored activities, and paid workers of Christ Lutheran Church and Education Center.

- 1) Any adult member of the congregation, volunteer, or paid worker who has been convicted of a crime against a child, or violent crime against another adult, will not provide service in any church-sponsored activity or program for children or youth.
- 2) All adult volunteers working with children and youth are required to be a regular attendee of Christ Lutheran Church for a minimum of six months. A regular attendee is a person who has attended at least 13 services in a 6 month period, indicated by filling out the communication card provided at each worship service.
- 3) All paid adult workers will be screened according to this policy, but need not be members of the church. The only exceptions are those hired by the Early Education Center. Early Education Center workers will be hired and screened according to Kansas Department of Health and Environment regulations, and will comply with said regulations before being employed.
- 4) It is advised that any adults who were victims of childhood abuse consult with the Executive Pastor in order to ensure their appropriate level of recovery for work with children, for the protection of the worker and the children.
- 5) All volunteers and paid workers will complete the following procedures before assuming any participation in church-sponsored children and youth activities.
 - a) Written application, including consent to criminal records check and periodic re-check. (See Appendix B)
 - b) Interview with designated personnel or committee.
 - c) Review of church policy/procedures as they relate to the prevention of child abuse.
 - d) Required yearly in-service/refresher courses.
 - e) Required orientation and training activities appropriate to the level of volunteer or paid worker involvement.
 - f) Early Education Center workers will be screened and trained in accordance with Kansas Department of Health and Environment regulations.

- 6) All applications and results of screenings will be kept confidential and shall be permanently retained in the church office. The Director of Children's and Youth Ministries and his/her administrative assistant will maintain and control the access to these confidential files, or in the case of Early Education Center workers, the Director of the Early Education Center and his/her administrative assistant.

Training

- 1) Training appropriate for the activities involved shall be provided for all volunteer and paid workers who will be working with children.
 - a) Development and documentation of appropriate training programs is the responsibility of the Executive Pastor, or in the case of Early Education Center workers, the Director of the Early Education Center.
 - b) All training programs for volunteers and paid workers who will be working with children shall include this Youth Protection Policy.
 - c) Satisfactory completion of the appropriate training program shall be required before a volunteer or paid worker is permitted to supervise an activity involving children or youth.
- 2) All new members shall be informed about the Youth Protection Policy of Christ Lutheran Church.
- 3) The Youth Protection Policy of Christ Lutheran Church shall be regularly publicized to all members of the congregation.

Supervision

- 1) Volunteer workers shall follow the direction of the supervisor responsible for each activity. Supervisory responsibility for children and youth activities is vested as follows:
 - i) First, with the Senior Pastor;
 - ii) Second, with the Executive Pastor;
 - iii) Third, with the paid staff member responsible for the ministry or age group involved;
 - iv) Fourth, with the volunteer ministry or age group involved.
- 2) Every attempt will be made to have an adequate number of trained adults present to supervise all activities involving children and youth, which shall include at least two (2) adults or, in the case of children's events, one (1) adult and one (1) high school student at least sixteen years old at any activity. At least one adult volunteer working with any children and youth activity is required to be a member of Christ Lutheran Church for a minimum of six months. The Early Education Center and Christ Lutheran School will staff according to ratios determined by the Kansas Department of Health and Environment. Adults and high school workers should be trained and screened as provided in the Worker Screening and Training sections above. Supervising adults should remain at each activity until all children have been dismissed, and early dismissal of participants should not be allowed, except at the express written direction of a parent or guardian.
- 3) Parental permission forms shall be required for any off-premises activity involving children or youth. Certain off-premises activities such as retreats and transportation to and from events may necessitate one adult with two or more children or youth. Parents will be made aware of such occurrences as a part of the permission form. Under no circumstances will one adult and one child or youth be left alone together.
- 4) In the event that, either during the activity or at its conclusion, any volunteer or paid worker is the only adult present during any activity involving children or youth, he or she should report that fact as soon as feasible to either the immediate supervisor or to the Director of Children's and Youth Ministries.

- 5) Any inappropriate conduct or relationship between an adult and a child or youth must be confronted immediately as specified in the "Reporting" section.

Reporting

When the necessity for reporting suspected child abuse or neglect arises, the protection of children must be paramount. According to Kansas state law, pastors are not required by law to report reasonable suspicion of child abuse. However, they **must report** under the provisions of the Youth Protection Policy of Christ Lutheran Church, and they may also report in other situations in which abuse is encountered. The confidentiality of the pastor/church member relationship is a very serious consideration, but it is intended to help individuals get help for a problem and prevent further harm to self and others. It is not intended to protect abusers from being held accountable for their actions or to keep them from getting the help they need.

The following guidelines shall be followed in reporting suspected child abuse or neglect:

- 1) When a volunteer or paid worker of a Christ Lutheran Church sponsored program or event suspects that abuse is taking or has taken place, he or she may report the abuse to the appropriate law enforcement agency on her or his own initiative. If the volunteer or paid worker decides to report the matter to the authorities, she or he should then immediately tell the Executive Pastor of his or her actions, or, in the case of the Early Education Center, the Center Director, who will report to the Executive Pastor. If she or he chooses not to report individually, then the volunteer or paid worker **must** contact the Executive Pastor or, in the case of the Early Education Center, the Center Director, who will report to the Executive Pastor. The matter should not be discussed with anyone else until appropriate investigation has taken place.
- 2) Following the report of an incident, the Executive Pastor (the investigator) **must** document the report in writing, then, if necessary, speak with the alleged victim, to determine the information outlined in 6 (a), (b), and (c) of this section.
- 3) After documenting the information stated above, the investigator shall prayerfully discern whether reasonable suspicion exists that abuse or neglect has occurred. If the investigator is uncertain whether reason to suspect exists, the investigator should contact the DCF or DSS. Any such contact should be documented in writing, and should include the name of the DCF or DSS worker, the date and time the worker was spoken to, and any instructions given by the worker to the investigator.
- 4) If the investigator discerns that there is a reason to suspect that abuse or neglect has occurred (see note on "Reason to Suspect" in Appendix A), the following steps shall be taken by the investigator:
 - a) Prompt reporting to the social services or welfare office located in the county in which the child resides:

Kansas Dept. Of Children & Families (DCF): Kansas Counties call: 1-800-922-5330
Missouri Department of Social Services (DSS): Missouri Counties call: 1-800-392-3738
 - b) Suspension of the accused person from any position which allows contact with children or youth (unless otherwise advised by the DCF or DSS).
 - c) Report to the parent(s) and/or guardian(s) of the victim (unless otherwise advised by the DCF or DSS). Report to the parent(s) and/or guardian(s) of the accused (unless otherwise advised by the DCF or DSS), if the accused is under the age of 18.
- 5) The investigator will speak with the person accused of the abuse to determine the information in 6(d) of this section and inform the person of any action being taken.

- 6) All such conversations shall be documented by the investigator. The documentation should include the following:
- a) The name of the volunteer or paid worker observing or receiving the disclosure of abuse, including the date, time, and place and any action taken by this person.
 - b) The alleged victim's name, age, address, and date of birth.
 - c) Any statement made by the alleged victim, (as given to the investigator by the victim or by the person to whom the statement was made) including the name of the alleged perpetrator, and the time, place and nature of the alleged abuse.
 - d) Name of the accused person, the date, time, and place of any conversation with the accused, and any statement made by the accused.
 - e) Any action taken, i.e. suspension of the accused.
 - f) Date and time of call to alleged victim's parents or guardians and the content of that conversation.
 - g) Date and time of call to DCF or DSS; name of worker spoken to, content of that conversation, and case number assigned.
 - h) Date and time of call to law enforcement agency, if made; and name of officer spoken to and content of that conversation.
 - i) Date and time of any other contacts made regarding this incident.

***Note:** Should an allegation be made concerning the Executive Pastor, all reporting and investigation will be performed by the Senior Pastor.

Facility

All spaces that will be used for children and youth should be as open and visually accessible as possible (i.e. classroom doors will have windows, rooms will allow for as much open space as possible.) This policy should be taken into consideration whenever any new construction is undertaken.

Appendix A

Defining and Recognizing Child Abuse

(From the Kansas Children's Service League's, "A Guide to Reporting Child Abuse and Neglect in Kansas")

What Is Child Abuse?

Child abuse is any physical injury, physical neglect, emotional injury, or sexual act inflicted upon a child. Several indicators, including a child's behavior, may indicate the occurrence of child abuse. Behavioral indicators, as defined in the sections following, have a valid place in decision making. They provide important clues for potential reporters to pursue. However, the presence of a single behavioral indicator does not necessarily prove that child abuse or neglect is occurring. The reporter is alerted to the possibility of child abuse and neglect by the:

- Repeated occurrences of an indicator
- Presence of several behavioral and physical indicators
- Appearance of suspicious serious injury or death

If a child reports he or she is a victim of abuse or neglect, give reassurance that telling you about what happened is okay and safe. Respect the privacy of the child. The child will need to tell the story in detail later to the investigators so do not press for details, display shock or disapproval of the parents, the child or the situation. Tell the child that you are going to call someone who will help.

Tips for Mandated Reporters

When getting information to make a report, ask the minimum to get the information you need. You do not need to know all the facts of the situation to make a report. A reporter only needs to have suspicion that abuse or neglect has occurred. It is important to gather enough information to make a report, but be careful not to ask too many questions. Asking questions with too much detail can potentially alter facts of the case unintentionally. Leave it to the professionals at DCF and the law enforcement officers that are trained to interview children. When working with children that trust you to keep their secret, let them know that you are going to call someone you trust to get them help. It is important that children are not intimidated by you making a report.

PHYSICAL ABUSE

Definition

Physical abuse: the infliction of physical harm on a child or the causation of a child's deterioration, or the likelihood of harm or deterioration.

Indicators of Physical Abuse

Both physical and behavioral indicators of child abuse may be evident. Physical indicators should be considered based on inconsistent medical history, the child's developmental state and the presence of other indicators if known. Listed below are common physical and behavioral indicators of physical abuse. This is a list of common indicators and is not all inclusive as there could be other indicators presented.

Common Physical Indicators

- Bruises, welts, or bite marks
 - Different colors or in various stages of healing
 - Back, buttocks & back of legs
 - Groups, clusters or patterns

- Not common for age & activity level of child
- Defense wounds to back of arms and hands
- Shape of bruise ie: shape of an object
- Burns
 - Scald and immersion burns
 - Sock-like, glove-like, doughnut shaped on buttocks or genitalia
 - Splash burns
 - Contact burns
 - Cigar, cigarette especially on the soles, palms, back, buttocks
 - Patterned like electric iron, electric burner, fire place tool, etc.
 - Rope burns on arms, legs, neck and torso
- Fractures, scars or internal injuries
- Lacerations, abrasions or unusual bleeding
 - Loop type lacerations from belts, straps and extension cords
 - Lacerations to the backside of the body (whipping)
 - Series or groups of straight line lacerations or welts
- Head trauma
 - Black eyes
 - Split lips or loose teeth
 - Lumps on the head
 - Facial bruises, or bruising behind the ear

Common Behavioral Indicators

- Demonstrating behavioral extremes, including very aggressive or demanding conduct
- Appearing frightened of the parent or caretaker
- Being full of rage, passive or withdrawn
- Being apprehensive when other children cry
- Verbally reporting abuse
- Being extremely hyperactive, distractible or irritable
- Demonstrating disorganized thinking, self injuries or suicidal behavior
- Running away from home or engaging in illegal behavior such as drug abuse, gang activity or cult activity
- Displaying severe depression, flashbacks (including hallucinatory experiences) and dissociative disorders
- Sudden changes in behavior
- Child starts wetting or soiling clothing or bed
- Sleep problems including nightmares
- Cannot recall how injuries occurred or offers an inconsistent explanation

Please note that these behavioral indicators must be considered with other evidence. Ask yourself these questions when determining whether physical abuse has occurred:

- Is the explanation consistent with physical evidence?
- Are there any other physical or behavior indicators?
- Are there family/environmental stresses that are apparent?

Abusive Head Trauma (formerly known as Shaken Baby Syndrome)

Abusive Head Trauma (AHT) is an inflicted traumatic brain injury that occurs when a baby is violently shaken or slammed. Shaking has significant impact on a child under age two because their neck muscles are generally weak and

the head is quite large in comparison with the body. The brain of an infant is not well protected like that of an adult as the skull of an infant is relatively unstable and still developing.

Symptoms of AHT are:

- Altered level of consciousness – sleepy, yet irritable, or may have seizures or even be in a coma
- Eyes unable to focus
- Poor sucking or swallowing
- Irritability
- Lethargy
- Difficulty breathing
- Signs of shock: pale, sweating, vomiting, listless
- May have abdominal and/or chest injuries present

Distinguishing Abuse from Accident

The very nature of childhood invites accidents. Children are curious and fearless. They run, climb, jump, and explore. A child's motor skills usually outpace cognitive skills, allowing the child to approach danger without recognizing it. How can you distinguish the accidental injury caused by the exuberance of childhood from the non-accidental injury caused by the abuse of an adult?

When observing injury you suspect might be the result of abuse, consider:

- **Where is the injury?** Certain locations on the body are more likely to sustain accidental injury: knees, elbows, shins, and the forehead; all are parts of the body which can be injured during an accidental fall or bump. Protected parts of the body, such as the back, thighs, genital area, buttocks, back of the legs, or face, are less likely to accidentally come into contact with objects which could cause injury. It is important to remember to look for other indicators and the history.
- **How many injuries does the child have?** Are there several injuries occurring at one time or over a period of time? The greater the number of injuries, the greater the cause for concern. Unless involved in a serious accident, a child is not likely to sustain a number of different injuries accidentally. Injuries in different stages of healing can suggest a chronological pattern of occurrence.
- **What are the size and shape of the injuries?** Many non-accidental injuries are inflicted with familiar objects: a stick, a board, a belt, a hair brush. The marks which result bear strong resemblance to the object which was used. For example, welts caused by beating a child with an electrical cord might be loop-shaped; a belt might cause bruises in the shape of the buckle. Accidental marks resulting from bumps and falls usually have no defined shape.
- **Does the description of how the injury occurred seem likely?** If an injury is accidental, there should be a reasonable explanation of how it happened which is consistent with its severity, type and location. When the description of how the injury occurred and the appearance of the injury do not seem related, there is cause for concern.
- **Is the injury consistent with the child's developmental capabilities?** As a child grows and gains new skills, he increases his ability to engage in activities which can cause injury. A toddler trying to run is likely to suffer bruised knees and a bump on the head before the skill is perfected. He is less likely to suffer a broken arm than is an eight-year-old who has discovered the joy of climbing trees. A two-week-old infant does not have the movement capability to self-inflict a bruise.

SEXUAL ABUSE

Definition

Sexual Abuse is any contact or interaction with a child in which the child is being used for the sexual stimulation of the perpetrator, the child, or another person. Sexual abuse shall include allowing, permitting, or encouraging a child to engage in prostitution or to be photographed, filmed, or depicted in obscene or pornographic material. Contact solely between children shall meet the criteria only if the contact also involves force, intimidation, difference in maturity, or coercion. (KAR 30-46-10)

Sexual exploitation of a child is to be reported. Sexual exploitation of a child is “employing, using, persuading, inducing, enticing, or coercing a child under 16 years of age to engage in sexually explicit conduct for the purpose of promoting any performance”

Sexual abuse also includes any contacts or interactions between a child and/or an adult in which the child is being used for the sexual stimulation of the adult or any other person.

Indicators of Sexual Abuse

There are both physical and behavioral indicators of sexual abuse. The following are some physical and behavioral indicators that a child is being sexually abused. This is a list of common indicators and is not all inclusive as there could be other indicators presented.

Common Physical Indicators

- Sexually transmitted venereal disease or infection, including oral infections
- Pregnancy, especially in early adolescents
- Pelvic inflammatory disease
- Torn, stained or bloody underclothing
- Difficulty or pain in walking and/or sitting
- Foreign matter in the bladder, rectum, urethra, or vagina
- Painful discharge of urine and/ or repeated urinary infections

It is important to note that the physical symptoms listed above are not normally seen in young children and are often difficult (impossible in some cases) to explain by any other cause than sexual abuse. Children are not typically physically hurt during a sexual abuse; therefore, special attention should be paid to behavioral indicators.

Common Behavioral Indicators

- Verbally reporting abuse
- Seductive behavior, advanced sexual knowledge for the child’s age, promiscuity, prostitution
- Expressing fear of a particular person or place
- Excessive masturbation, precocious sex play, excessive curiosity about sex
- Sexually abusing another child
- Delinquency, runaway or truancy
- Self-injurious behaviors, suicide attempts
- Extreme fear of being touched; unwilling to submit to physical examination
- Poor peer relationships

An adult who may be sexually abusing a child may exhibit these behaviors:

- Acting extremely protective or jealous of the child
- Encouraging the child to engage in prostitution or sexual acts

SEXUAL ABUSE – MYTHS AND FACTS

MYTH: *You usually can spot a child sexual abuser.*

FACT: Unless you are clinically trained and given the opportunity for diagnostic assessment, it is unlikely that you could identify a child sexual abuser. The perpetrator usually does not suffer from psychosis and is likely to engage in ordinary work and social activities. It is difficult to “avoid” a child sexual abuser. Even the most cautious and vigilant of parents cannot, nor would they want to, keep a 24-hour watch on their child. Besides, the adults who are prone to sexually abuse children often choose work or activities which bring them into contact with children. The best line of defense against sexual abuse is education. The second is communication. Parents are primary teachers of children and are responsible for showing them how to survive and how to cope with life. The first thing parents can do to protect their children is to teach them to protect themselves, to communicate their fears, and to talk about their daily activities. Certainly all children should be taught the dangers of the unknown. In most instances of sexual abuse, however, the abuser is someone the child knows and trusts. The abuser may be a member of the family, a relative, a baby-sitter or a neighbor.

MYTH: *Sexual abuse of children always occurs between adult men who exploit young girls and adult women who exploit young boys.*

FACT: The majority of cases that are referred to child protection agencies involve adult men and underage girls. When boys are abused or exploited, they usually are the victims of adult males. This is not to say that other types of abuse do not occur, merely that they are not reported at the same rate. Some researchers hold the opinion that sibling incest is by far the most widespread form of incest. The comparatively lower rate of reported mother-son incest may be the result of the lower incidence of accompanying physical injury, a societal perception of its being less harmful, or a general disbelief in its existence.

MYTH: *The child sexual abuser relies on physical violence.*

FACT: The child sexual abuser rarely uses physical violence and usually will avoid its use; injury may lead to discovery. The sexual abuser is more likely to use power and authority as an adult (or older child) to coerce the child victim through bribes, threats, and the child’s fear of the unknown. Children are taught to obey without question or resistance. The abuser’s most powerful weapons are authority and secrecy.

MYTH: *The sexual abuser can be the victim of the seductive or sexually promiscuous child.*

FACT: The child is the victim. A seductive or promiscuous child often is the result, but never the cause, of sexual abuse. One characteristic common to sexual abusers is a capacity for rationalizing their actions, mentally justifying an illegal, unacceptable, and inappropriate behavior as necessary and right. Perpetrating the myth of the seductive or sexually promiscuous child is one way of doing this. Through this type of reasoning, the abuser shifts the blame onto someone else. In the same manner, incestuous parents often justify their own sexual behavior as a way of teaching children or keeping them off the street. These justifications ignore the abuser’s responsibility as an adult, the child’s vulnerability and dependency on the adult, and the long-term harm to the child.

MYTH: *Using electronic communications (cell phones, videos, email, Internet, etc) does not involve physical contact and therefore is not sexual abuse.*

FACT: Children can be victims of sexual exploitation by use of electronic media. Taking explicit pictures of a child and posting them on the Internet could be considered sexual abuse. Having sexually explicit conversations with a child via phone, internet or text for the sexual stimulation of either party, could be considered sexual abuse.

MYTH: *The sexual abuser will abuse a child once and then find another victim.*

FACT: If the sexual abuser is a stranger, this usually is true. This type of perpetrator will abuse many children a single time, generally stopping only if caught. The “stranger abuser” often lures a child by appealing to the child’s helpfulness or by posing as a friend of the parents or other authority figure. When the sexual abuser is known to the child, however,

the methods of seduction usually are very different. The abuse frequently will be of long duration, escalating in frequency and intimacy over time. The “known abuser” builds upon a relationship with the child, using the child’s innocence and trust as main weapons.

MYTH: *The lower the family income and social status, the higher the likelihood of sexual abuse.*

FACT: Socioeconomic status is of no help in identifying sexual abuse. Sexual abuse appears to occur at all levels of income and education. Most of the families present an appearance of respectability. The vast majority of parents hold jobs, function well in the community, and are respected by their peers.

MYTH: *In the majority of cases, sexually abused children want to leave their homes permanently.*

FACT: On the contrary, most children do not want their families disrupted; they simply want the abuse to stop.

MYTH: *Sexual touching between children (i.e.: siblings, neighbors, cousins) is not abuse and should not be reported.*

FACT: Sexual contact between siblings should always be reported. Contact between non-related children may or may not be abusive. There is normal sexual exploration at certain developmental stages. This should occur between age mates. If the age difference is troubling or if there is power or coercion used, a report should be made.

MYTH: *Sexual contact between children always indicates they are acting out sexual abuse.*

FACT: At certain developmental stages there will be normal exploration of sexuality. This could also be from non intentional exposure to adult media and literature.

MYTH: *Once incest is brought to the attention of the authorities, the family admits the problem and seeks help.*

FACT: The denial system of the family usually is very strong. Generally, family members will assert that nothing has happened or if confronted with undeniable circumstances, claim that “it will never happen again.” In this circumstance, treatment is very difficult. If the victim returns home without intensive intervention in the family system, the old patterns of sexual abuse may continue.

MYTH: *The legal age of consent for sexual contact in Kansas is 16 so once a child is 16 they cannot be the victim of sexual abuse.*

FACT: There are many variables which must be considered when determining if a child has been sexually abused. Whether or not they are of age to consent is just one. If a 16 or 17 year old has entered a sexual relationship with someone who has power or control over them such as a teacher or a coach this may be a sexual abuse situation. If the adult with power or control over the teen is also a relative, sexual abuse is a definite possibility, perhaps a certainty. If someone uses coercion to convince a 16 or 17 year old to have sex with them, this too may be sexual abuse.

EMOTIONAL ABUSE

Definition

Mental or Emotional Abuse: the infliction of mental or emotional harm to a child or the causation of a child’s deterioration. This term may include, but shall not be limited to, maltreatment or exploitation of a child to the extent the child’s health is likely to be harmed. This term may include the following:

- Terrorizing a child, by creating a climate of fear or engaging in violent or threatening behavior toward the child or toward others in the child’s presence that demonstrates a flagrant disregard for the child;
- Emotionally abandoning a child, by being psychologically unavailable to the child, demonstrating no attachment to the child, or failing to provide adequate nurturance of the child;
- Corrupting a child, by teaching or rewarding the child for unlawful, antisocial, or sexually mature behaviors.

Emotional abuse or maltreatment is a consistent, chronic behavior by an adult that has a harmful effect on the child. It involves a pattern of attitudes or acts that are detrimental to the child’s development of a sound and healthy

personality. Each of us may be guilty of having unkindly snubbed a child or of having criticized him/her too harshly. However, emotional abuse, as defined here, seriously impairs the child's social, emotional or intellectual functioning.

Indicators of Emotional Abuse

Physical indicators are not commonly associated with Emotional Abuse; however there are many behavioral indicators that can be presented by the child and the adult abuser. The following are some physical and behavioral indicators that the child and adult may display. This is a list of common indicators and is not all inclusive as there could be other indicators presented.

Common Physical Indicators

- Daytime anxiety and unrealistic fears
- Irrational and persistent fears, dreads, or hatreds
- Sleep problems, nightmares
- Behavioral extremes
- Biting, rocking, head-banging, or thumb sucking in an older child (habit disorders)
- Substance abuse
- Cutting
- Fire starting
- Loss of interest
- Sudden grade changes
- Changes in behavior, personality or appearance

Common Behavioral Indicators

- Rejecting or belittling the child (making the child feel he/she can do nothing right)
- Ignoring the child (taking little or no interest in the child)
- Terrorizing the child by blaming the child for things over which the child has no control
- Isolating the child (cutting the child off from normal social experiences)
- Corrupting the child (teaching the child socially deviant patterns of behavior)
- Repeatedly giving the child contradictory messages that leave the child confused and incapable of pleasing the adult
- Using an inconsistent, unpredictable, erratic and threatening style of discipline

It is important to remember that maltreatment by a caregiver is not the cause of all behavioral, emotional, or developmental problems in children. Ask these questions when considering whether or not emotional abuse is occurring:

- Do interactions between adult and child seem primarily negative?
- Are specific instances of emotional abuse or maltreatment frequently observed?

NEGLECT

Definitions

Physical Neglect: any act or omission by a parent, guardian or person responsible for the care of a child resulting in harm to a child or presenting a likelihood of harm and the acts or omissions are not due solely to the lack of financial means of a child's parent or other custodian. This term may include but shall not be limited to: failure to provide the child with food, clothing, or shelter necessary to sustain the life or health of the child. (KAR 30-46-10)

Medical Neglect: any act or omission by a parent, guardian, or person responsible for the care of a child resulting in harm to a child or presenting a likelihood of harm and the acts or omissions are not due solely to the lack of financial means of a child's parent or other custodian. This term may include the following:

- Failure to use resources available to treat a diagnosed medical condition if the treatment will make the child substantially more comfortable, reduce pain and suffering, correct or substantially diminish a crippling condition, or prevent the condition from worsening.
- A parent legitimately practicing religious beliefs who does not provide specified medical treatment for a child because of religious beliefs shall not for that reason be considered a negligent parent. (KAR 30-46-10)

Lack of Supervision: any act or omission resulting in harm to a child or presenting a likelihood of harm and the act or omission are not due solely to the lack of financial means of a child's parent or other custodian. This term may include the following: failure to provide adequate supervision of a child or to remove a child from a situation that requires judgment or actions beyond the child's level of maturity, physical condition, or mental abilities and that result in bodily injury or the likelihood of harm to the child. (KAR 30-46-10)

Abandonment: to forsake, desert or cease providing care for the child without making appropriate provisions for substitute care. (KSA 38-2202)

Indicators of Neglect

While physical abuse is usually episodic, physical neglect tends to be chronic. There are physical and behavioral indicators of physical neglect. This is a list of common indicators and is not all inclusive as there could be other indicators presented.

Common Physical Indicators

- Constant hunger
- Lack of proper supervision, abandonment or desertion
- Lack of adequate clothing and good hygiene
- Clothing consistently not appropriate for weather conditions
- Lack of medical or dental care
- Lack of adequate nutrition and shelter
- Failure to achieve expected growth patterns
- Physical and speech delays
- Failure to thrive physically or emotionally

Common Behavioral Indicators

- Begging, stealing and hoarding food
- Extended stays at school
- Constant fatigue
- Delinquency
- States there is no caretaker
- Runaway behavior
- Conduct disorders
- Behavior extremes
- Develops habits such as sucking, biting, and rocking

Reason to Suspect

Reason to suspect means that there is credible evidence or a discrepant or inconsistent history in explaining a child's injury. A report based on "reason to suspect" also means the law does not require proof that abuse or neglect has actually occurred, or that the reporter witnessed the incident in question. Further, a reporter is relieved of the need to make a final determination of whether or not child abuse or neglect actually occurred. Reporting is a request for an assessment into the condition of a child.

(Appendix B)
Christ Lutheran Church
Primary Screening and Release Form for Work with Children and Youth
Confidential

This application is to be completed by all applicants for any position involving the supervision or custody of minors. This is not an employment application form. Persons seeking a position in the church as a paid worker will be required to complete an employment application in addition to this screening form. It is being used to help the church provide a safe and secure environment for those children and youth who participate in our programs and use our facilities.

Personal

Date _____

Name _____
Last First Middle
(to be confirmed with a drivers license or other photographic identification)

Present address _____
City _____ State _____ Zip _____

Home phone (_____) _____ Social Security No. _____

How long at this address? _____ If less than 1 year, please put previous address.

Address _____ City/State/Zip _____

Please indicate the type of youth or children's work you prefer:

Have you ever been convicted of or pleaded guilty to a crime? _____ No _____ Yes

If yes, please explain -- (attach a separate page, if necessary) _____

Do you have a current driver's license? _____ Yes _____ No _____
State and drivers license number

Church History and Prior Youth Work

List names and addresses of other churches you have attended regularly during the past five years:

Do you have any previous experience working with children and youth? _____ No _____ Yes

If yes, please describe:

Name of organization

Type of Activity

(Use additional pages if necessary)

List any gifts, training, education or other factors that have prepared you for work with children or youth.

Personal References

(Not former employers or relatives)

Name _____

Name _____

Address _____

Address _____

Telephone _____

Telephone _____

Applicant's Statement

The information contained in this application is correct to the best of my knowledge. I authorize any references or churches listed in this application to give you any information (including opinions) that they may have regarding my character and fitness for work with children or youth. In consideration of the receipt and evaluation of this application by Christ Lutheran Church, I hereby release any individual, church, youth organization, charity, employer, reference, or any other person or organization, both collectively and individually, from any and all liability for damages of whatever kind or nature which may at any time result to me, my heirs, or family, on account of compliance or any attempts to comply with this authorization. I waive any right that I may have to inspect any information provided about me by any person or organization identified by me in this application

I further state that **I HAVE CAREFULLY READ THE FOREGOING RELEASE AND KNOW THE CONTENTS THEREOF AND I SIGN THIS RELEASE AS MY OWN FREE ACT.** This is a legally binding agreement which I have read and understand.

Applicant's Signature _____ Date _____

Witness _____ Date _____

Request For Criminal Records Check and Authorization

I hereby request the Kansas Bureau of Investigation or other appropriate law enforcement agency, to release any information which pertains to any record of convictions contained in its files or in any criminal file maintained on me whether local, state, or national. I hereby release the Kansas Bureau of Investigation and any other law enforcement agency from any and all liability resulting from such disclosure.

Signature

Print name

Print maiden name if applicable

Print all aliases

Social Security Number

Today's date

Record sent to:

Name _____

Address _____