

Laestadian Lutheran Church (LLC) Operating Document
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LLC Office Admin – Standard Operating Procedures Form
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Subject: <b>LLC Sexual Misconduct Policy</b>	
Total Pages: 2	
Effective Date: 2/2012	Date of Last Revision: 3/6/19
Approved By: LLC Board	Approved by: Ex Director/Finance Manager

**Purpose:** To provide a safe and nurturing environment and protective care for all children, youth, and adults who are involved in church-sponsored activities.

**Policy**

The church recognizes that survivors of sexual or physical abuse need the love and acceptance of this church and is committed to assisting and supporting them.

It is further a specific commitment of this church to prevent child sexual or physical abuse or misconduct and to report such abuse or misconduct in accordance with federal and state laws. This includes any form of sexual advances, activity, contact, or exploitation involving a minor. It also includes unwelcome sexual remarks and speech or action that creates a hostile, intimidating, or offensive environment.

The following statements reflect the commitment of this church:

1. The board will communicate this policy to all church leaders (pastors, directors, etc.) and will review with them the reporting procedures for suspected cases of sexual or physical abuse or misconduct.
2. All staff entitled to compensation must complete a work application form.
3. All paid workers and volunteers working with children or youth will be approved by the appropriate LLC official. The LLC will conduct a criminal background check on all paid staff and volunteers 18 years of age and older who are working at camp where minors are present overnight. All criminal background checks will be updated periodically.
4. Individuals who have committed and/or been convicted of either child sexual or physical abuse should not volunteer service in any church-sponsored activity or program for children or youth.
5. All volunteers working with children or youth are required to be members of a Laestadian

Lutheran Church or of a church in one of our sister organizations for a minimum of six (6) months.

6. Adult workers and volunteers should observe the “two adult” rule. This requires that an adult is never alone with a child or youth without an adult partner. Should a situation arise in which an adult worker or volunteer has a legitimate reason to be alone with a child, the adult will notify the child’s parent or guardian in advance. Advance notification will also be given to the appropriate pastor, church board member, activity director, or LLC official.

7. Workers or volunteers should immediately report any behaviors which seem abusive or inappropriate to the director of the activity, pastor, member of the church board, or LLC official.

The director, pastor, board member, or LLC official shall see that each report of suspected cases of sexual misconduct is investigated and, if required, reported to the proper authorities, as required by federal and state laws.