

WEC International USA Child Protection Policy

I. INTRODUCTION

We in WEC USA recognize the value and priority of children in the heart of God, seen throughout Scripture and demonstrated in the life of Jesus. We also are burdened by the fallen world in which we live, the potential harms to children, and the severity of Christ's warnings to those who have a negative impact on these "little ones" (Matthew 18:6). Therefore we pledge ourselves to a lifestyle of care and protection of children described in the policies below, for their good and the honor of Christ.

This Child Protection Policy (CPP) of WEC USA is based on the International Child Protection Policy of WEC International and gives details to clarify roles and responsibilities, procedures and guidelines, documentation required, definitions and staff awareness, training and support for those who are members of WEC USA. Individual fields and ministries of WEC who have direct contact with children may have their own more detailed and specific Child Protection Policies.

WEC USA takes all measures possible to be good stewards of our resources, people being the most valuable resource entrusted to us. We affirm that all workers in WEC ministries and national volunteers and/or employees must do everything in their power to protect children from further exploitation. We also affirm that workers living and working in difficult situations have special security risks that must be addressed. Therefore, required protection is two-fold: for the children and for the worker.

Our policy applies to all full-time, part-time and temporary workers who work with our organization around the world. The words *children and young people* throughout this document mean children and young people less than 18 years of age.

All WEC USA personnel are required to adhere to the standards and procedures prescribed in this Child Protection Policy. The policy outlines behavioral standards as well as guidelines for the proper flow of information and action in the event of an accusation. Violations of this policy will be taken seriously and investigated immediately. Improper conduct toward minors can be a criminal offense and may lead to imprisonment upon conviction. Any worker who is found guilty of such an offense will face consequences as outlined below (Section VI).

At the same time, WEC recognizes that the reputation of an individual, a church or WEC International can be seriously harmed by a false report of abuse. Therefore, while protecting children as specified herein, we will also seek to protect innocent parties.

II. STATEMENT OF COMMITMENT TO CHILD PROTECTION (WEC International)

1. WEC is committed to safeguarding the welfare of children and young people and protecting them from abuse. We believe that it is never acceptable for a child to experience abuse of any kind.
2. WEC believes that children and young people, whatever their age, culture, disability, gender, language, racial origin or religious belief, should be valued, respected and understood.
3. It is the responsibility of all WEC personnel to seek to prevent the physical, sexual and emotional abuse of children and young people, and to report any abuse discovered or suspected.
4. WEC is committed to supporting, resourcing and training those who work with children and young people, and to providing supervision where appropriate.
5. WEC expects anyone working with children and young people to uphold biblical standards and exhibit a biblical lifestyle (in line with our evangelical position and basis of faith).
6. All WEC USA personnel will be given a copy of the WEC USA Child Protection Policy and are expected to know, understand and fulfill the procedures and guidelines.

7. All workers will be screened with a background check appropriate in their country of residence before being accepted into WEC.
8. Each new worker will receive training in the area of child protection during their candidate orientation. Workers should be aware of the different types of abuse and able to recognize the signs and symptoms of abuse and know how to respond when there is concern of inappropriate behavior or an allegation of abuse.
9. This policy statement, along with guidelines and procedures should be reviewed every three years.

Notes to accompany the WEC USA CPP:

1. This policy applies to activities of WEC USA, whether on mission premises or elsewhere. WEC USA personnel are expected to follow the CPP at all times.
2. Good practice guidelines to help and protect our workers in their different roles are included in Section III.
3. A clear procedure is in place for when there is concern of inappropriate behavior or an allegation of abuse (Section VI).
4. Clear roles and lines of accountability will be established for all workers who have contact with children.
5. WEC USA workers overseas are expected to follow the CPP of the field where they are working. If there is no CPP on their field, then they are expected to follow the WEC USA CPP.

III. GUIDELINES FOR GOOD PRACTICE FOR ALL PERSONNEL (taken from SIL CS Policy)

The welfare and safety of children are paramount in WEC's policies and procedures. This practice includes valuing them, regarding them positively, and treating them with respect and care at all times. Adult personnel, including short-term workers or volunteers, assume the full burden of setting and maintaining clear, appropriate boundaries in all interaction with children. The most effective way to prevent abuse of children is to be vigilant. By being vigilant in adhering to the following standards for interaction with children we hope to protect children from abuse. This code of conduct includes, but is not limited to, the following expectations of WEC USA personnel.

A. Visibility

All work with children should be planned in a way that minimizes risks as far as possible. This plan includes being visible to other adults when working with children. Visibility can be accomplished by planning activities in areas where other adults are present and at a time when other activities are occurring. It can also be accomplished by installing windows in all classrooms and other rooms occupied by children or by keeping doors open.

B. Overcoming Isolation

At least two unrelated adults should be present in work with children. Isolation can also be overcome by avoiding being alone with children. For example, take two or more children to the bathroom together, rather than only one; drop off siblings last in a carpool or take your own child along when providing rides. An adequate number of adults should supervise youth events, especially overnight activities.

C. Accountability

All WEC USA personnel are expected to interact with children in a mature, capable, safe, caring and responsible manner, with a high level of accountability. They are responsible for giving and accepting feedback from others to maintain our high level of professionalism and integrity in interactions with children.

When ministry to a child involves one-on-one contact, the following procedures should be followed, as applicable:

- 1) Always be accountable to other adults regarding your interactions with children.
- 2) Parents and/or supervisors are to be notified beforehand of any activities with children, for example, before transporting a child, keeping a child after school, a youth activity or when tutoring a child.
- 3) Counseling or other necessarily confidential meetings with children should be done in a room with windows, or the door ajar, and only when another adult is in close vicinity, aware that the meeting is occurring and willing to stay in the vicinity until it is completed.
- 4) In an emergency situation, find someone to go with you if at all possible, or notify whoever is available.

Staff and parents are encouraged to periodically and randomly visit classrooms, offices, work areas and other areas where children and adults are together.

D. Technology

Care must be taken to avoid inappropriate use of technology so as to protect children from abuse and exploitation, for example, to prevent inappropriate internet content and use. Proper Internet protection should be put on all public computers. Parents are strongly encouraged to monitor their children's cell phones and internet activity.

E. Discipline

Discipline should be used to teach and correct rather than punish. It should not include slapping, hitting, shaming, yelling at or belittling a child or other forms of hostile or rejecting treatment.

F. Differential Treatment

Adults should avoid favoring or showing differential treatment to particular children to the exclusion of and in the presence of others.

G. Touch

Because healthy, caring touch is valuable to children but unhealthy touch is abusive, the following guidelines apply:

- 1) Touch should be in response to the need of the child and not the need of the adult.
- 2) Touch should be open rather than secretive. For example, a hug in the context of a group is very different from a hug behind closed doors.
- 3) Touch must be age-appropriate and generally initiated by the child rather than the adult. It must be with the child's permission and any resistance from the child should be respected.
- 4) Touch should always communicate respect for the child. Adults should avoid doing things of a personal nature for children that they are able to do for themselves, including dressing, bathing, etc.
- 5) Adults and other youth or children are not hit, slap, pinch, push, hold against their will or otherwise assault children.
- 6) Touch should be culturally appropriate.

The following signs of affection may be appropriate within specific contexts: verbal praise, side hugs (shoulder to shoulder hugs). For smaller children, this may include touching their hands, faces, shoulders and arms, arms around their shoulders, hugs or holding them when others are present.

The following behaviors between staff and children are inappropriate or may be perceived as inappropriate and should not be engaged in: touching buttocks, chests, genital areas or thighs; showing affection in isolated areas or when alone with a child; lying on a bed with a child; flirtatious or seductive looks; any form of affection that is unwanted by the child; sexually suggestive or explicit language, showing sexually-suggestive pictures or videos or playing sexually-suggestive games with any child; any behavior that could be interpreted as sexual in nature.

Team members should monitor each other in the area of physical contact, helping each other by pointing out anything that could be misinterpreted.

H. Verbal Interaction

Words should be used to support and encourage a child, such as praise, positive reinforcement and appropriate jokes. Inappropriate verbal interaction includes the following: shaming, belittling, humiliating or name calling; using harsh language that may frighten, threaten or humiliate the child; cursing or making derogatory remarks about the child, their family and/or their place of origin. Inappropriate verbal interaction also includes inappropriate comments that relate to physique or body development, telling derogatory or sexual jokes, making sexually suggestive comments, telling inappropriate secrets or inappropriately discussing sexual encounters or desires with children.

I. Parent Involvement

Parents are responsible for knowing where their children are at all times. Therefore, parents should be informed of planned activities (e.g., trips included in the schedule for the term) and sign a consent form. Parents should be encouraged to make unannounced visits to program activities.

J. Monitoring Child-to-Child Behavior

The following actions may involve abuse or inappropriate behavior of one child to another and are prohibited: bullying, derogatory name-calling, ridicule or humiliation, singling out a child for negative treatment or exclusion, child-to-child inappropriate sexual touch, inappropriate sexually explicit language, showing of sexually explicit images, hitting, slapping, pushing, holding against their will or otherwise assaulting another child.

When possible, the parents of the alleged victim should go to the parents of the perpetrator and work it out between them. If the behavior continues despite parental involvement, the parent of the victim may take the complaint to a higher authority (the director or a deputy director), as it affects the wider community.

IV. SCREENING OF PERSONNEL

Proper screening of all personnel is the first step in preventing possible child abuse. The screening of new USA personnel will be performed by the candidate directors, WEC Trek directors, volunteer coordinator or other appropriate departments at the USA sending base.

Should an applicant have a past record of any child molestation offenses, he or she will not be accepted as an applicant for a WEC ministry. No one will be allowed to work with children who has a record of past relevant offenses, pre- or post-conversion, who is by law barred from working with children.

General screening procedures for candidates should include:

- 1) A criminal record check
- 2) References: Applicants must have recommendations from their pastor, employer, college instructor or other personnel who knows them well.
- 3) Questions about past issues: Make sure past issues have been dealt with so they will not emotionally or spiritually affect the applicants, especially when they go to stressful situations overseas.

A. Orientation

All potential WEC personnel and temporary volunteers for service in their home country or elsewhere should be informed of WEC's CPP during orientation.

- 1) During the period of orientation the CPP is required reading and should be discussed.
- 2) Leaders of teams or departments which include ministries with children should be trained and kept up to date with policies and procedures to prevent abuse of children. They should be informed of what to do should it occur or be suspected of occurring, and they should be kept up-to-date with any new or changed policies and procedures.
- 3) Ongoing child protection education and training should be given to all personnel.

B. Debriefing and Review

As part of the debriefing of workers when they return from abroad or at regular interviews with home end workers, child protection issues should be raised and followed through.

V. DEFINITIONS, INDICATIONS AND SIGNS OF ABUSE

A. Definitions

- 1) **Child abuse:** A general term to describe inappropriate, immoral, unethical, and/or threatening behavior by an adult toward a minor under 18 years of age. Child abuse can be perpetrated with or without the consent of the victim. It can occur in a one- on-one encounter or in a group setting.
- 2) **Child-to-Child Cases:** Should both the victim and the alleged offender be under the age of 18, it will typically be considered abuse if there are more than three years' difference (1095 days or more) between the ages of the children or there is a difference in responsibility, trust, or power between them based on age, or physical, intellectual or emotional capacity. If there is less than three years' age difference and there is not a significant difference in responsibility, trust, or power between them, what would normally be defined as abuse will typically be considered inappropriate behavior. In these cases, an appropriate action plan will be put in place to address the behaviors of concern and their effects. Because of these and other variables, child-to-child cases will be judged on a case-by-case basis. Child-to-child abuse includes all the types of abuse defined below.

B. Types of Abuse

Child abuse is recognized in four categories: Sexual Abuse, Physical Abuse, Emotional Abuse and Neglect.

- 1) **Sexual Abuse:** Forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. There are three categories of sexual abuse.
 - a) **Verbal:** Remarks that include sexual threats, innuendos, solicitation and sexually explicit language (whether in person, on the telephone, via text messaging or on the internet); inappropriate comments about a person's body or appearance; or any verbal expression with the intent to arouse or stimulate.
 - b) **Visual:** Indecent exposure; showing or taking of suggestive or pornographic pictures or films; showing a child pornographic material, unclothed persons or any sexual activity or simulated sexual activity such as masturbation or intercourse; peeping, leering, or staring; or viewing child pornography.
 - c) **Physical Touching:** Physical contact (or penetration by penis, fingers, or any other body part or object) with a child's clothed or unclothed genitals, pubic area, buttocks, or in the case of a female, breast, or causing a child to perform any of these acts; masturbation in front of or to the victim; rubbing, holding, or kissing for the purpose of sexual gratification.
- 2) **Physical Abuse:** Any act that:
 - a) results in a non-accidental physical injury (most often involving unreasonably severe corporal punishment or unjustifiable punishment). Intentional, deliberate battery such as burning, biting, cutting, poking, hitting, shaking, throwing, twisting limbs or otherwise intentionally hurting or torturing a child is also included.
 - b) results in accidental physical injury, including bruises. (However, it is recognized that a small percentage of people bruise very easily. That fact should be considered.)

- c) is inconsistent, arbitrary punishment designed not to educate, but to instill fear.
 - d) is inappropriate for the age of the child. (i.e., activities beyond their physical capability.)
 - e) is the result of unreasonable expectations or demands on the child by the caregiver.
 - f) is the result of a caregiver losing control while disciplining a child.
- 3) **Emotional Abuse:** The persistent emotional ill treatment of a child such as to cause severe adverse effects on the child's emotional development.
- a) An infrequent, unkind snubbing of a child or a rare incidence of overly harsh criticism is usually not emotional abuse. Emotional abuse is characterized by consistent and chronic behavior.
 - b) Verbal assaults (e.g., belittling, screaming, threats, blaming, and sarcasm), unpredictable responses, continual negative moods, constant family discord and double message communication are examples of emotional abuse. This may also include conveying that the child is worthless, unloved or inadequate. It may involve causing a child to feel frightened or in danger or exploiting or corrupting the child. Even imposing inappropriate expectations on a child, in terms of their development, comes into this category.
- 4) **Neglect:** The persistent failure, refusal, or inability of a parent, guardian, legal custodian, or another person exercising temporary or permanent control over a child, for reasons other than sickness, incapacitation or war, to provide care, instruction, food, clothing, basic medical service and shelter so as to seriously harm or endanger the well-being of the individual.

C. Signs of Abuse

Every worker is exhorted not to ignore the signs of abuse or neglect. Physical evidence of abuse is rare and knowing whether a child is being abused or neglected may be difficult to judge. Therefore, we must look for behavior signs. Unfortunately, no one behavior alone definitely determines that a child has been abused. It is often a series of incidents or accumulation of concerns which indicate a child may be suffering or at risk. The indicators listed below are general behavior changes that may occur in children who have been abused, and should never be used singly, but in combination with at least one or two other behaviors in the list.

- 1) **Racial, cultural and religious patterns**
Crucial to any assessment is a knowledge of and sensitivity to racial, cultural and religious patterns. While different practices must be taken into account, it is also important to remember that all children have basic human rights. Differences in child rearing do not justify child abuse.
- 2) **What might lead you to think a child is being harmed?**
- a) A child may share concern about his/her safety or alleged abuse.
 - b) Physical appearance, developmental progress, or emotional state, particularly when there is a sudden change in behavior, may indicate abuse or neglect (see below).
 - c) Observations of an adult's interaction with a child or young person may give cause for concern.
- 3) **Signs and Symptoms of Abuse**
The following list is not exhaustive, nor do these factors mean that abuse is taking place. Rather they are pointers which taken with other things may lead you to suspect abuse.
- a) **Signs of possible sexual abuse:**
 1. Any allegations made by a child concerning sexual abuse
 2. Child with excessive preoccupation with sexual matters and detailed knowledge of adult sexual behavior, or who regularly engages in age-inappropriate sexual play
 3. Sexual activity through words, play or drawing
 4. Child who is sexually provocative or seductive with adults
 5. Inappropriate bed-sharing arrangements at home

6. Severe sleep disturbances with fears, phobias, vivid dreams or nightmares, sometimes with overt or veiled sexual connotations
7. Eating disorders—anorexia, bulimia
8. Excessive bathing or poor hygiene
9. Repeated urinary infections or unexplained tummy pains

b) Signs of possible physical abuse:

1. Bruises, burns, bites, fractures, cuts, scratches, or any injuries that do not have an accidental explanation or are not consistent with the explanation given for them Injuries that occur to the body in places which are not normally exposed to falls, rough games, etc
2. Injuries that have not received medical attention
3. Reluctance to change for or participate in games or swimming
4. Headaches
5. Sleep disturbances
6. Fear or dislike of certain people or places
7. School problems
8. Drug or alcohol problems /substance abuse
9. Low self-esteem
10. Self-destructive behavior
11. Depression
12. Suicide attempts
13. Delinquent acts
14. Hostility or aggression
15. Discipline problems
16. Running away
17. Eating disorders
18. Return to younger, more babyish behavior
19. Anxiety or passive or overly- pleasing behavior
20. Sexual activity or pregnancy at an early age
21. Withdrawal from family, friends or usual activities

c) Signs of possible emotional abuse:

1. Changes or regression in mood or behavior particularly where a child withdraws or begins to cling
2. Depression/aggression, extreme anxiety
3. Nervousness, frozen watchfulness
4. Obsessions or phobias
5. Sudden under-achievement or lack of concentration
6. Inappropriate relationships with peers and/or adults
7. Attention-seeking behavior
8. Persistent tiredness
9. Running away/stealing/lying

d) Signs of possible neglect:

1. Under-nourishment, failure to grow
2. Constant hunger, stealing or gorging food
3. Untreated illnesses, inadequate care
4. Dirty and unkempt appearance and clothing

VI. REPORTING/ INVESTIGATION PROCEDURES

A. Handling Allegations:

An allegation may be made in a very informal context and in a one-to-one situation. Guidelines for listening to an allegation:

- 1) All children and adults should be valued and listened to.
- 2) Create a safe environment in which children can share their concerns.
- 3) The views and wishes of children and young people should be respected and taken into account, insofar as this is consistent with their safety and protection.
- 4) Do NOT promise confidentiality. When appropriate, help the child to understand what is going to happen next.
- 5) React calmly and do not panic or overreact to the information reported by the child so as not to further distress a child.
- 6) Be very sensitive to the emotional needs of the child and try to relieve the stress and anxiety which accompany an abuse situation.
- 7) Listen carefully to what the child says and affirm that he or she is doing the right thing by reporting the abuse.
- 8) Give the child time to say what he or she wants.
- 9) Assure the child that he or she is not to blame and is not guilty of any wrong doing with respect to the abuse suffered.
- 10) Do not interrupt or ask more questions than you need to ensure a clear and accurate understanding of what has been said.
- 11) Be very careful not to use closed (answered by “yes” or “no”) or leading questions. Instead use open questions, e.g., “Is there anything else you want to say?” or “Can you tell me more about that?”
- 12) Take seriously what you are hearing, but avoid condemning the alleged offender.
- 13) Be aware that the child may be frightened or may have been threatened not to tell what happened. Remember that most children feel loyalty to significant people in their lives and often find it difficult to say things that seem against those people.
- 14) Do not challenge, argue with, refute, or criticize the child, or state to the child any conclusion, for example, that the child simply was wrong or misunderstood what actually happened.

Emergency medical attention, when necessary, should be sought immediately. The adult hearing the allegation of abuse should inform the sending base director, or field leader. The sending base director (or field leader) should advise the child’s parents and any others they think are necessary, including a doctor.

The sending base director (or field leader) should take any steps necessary to protect the child and any other children from harm which may include the immediate removal of the alleged offender from the presence of the children.

B. False Allegations

Should false accusations be made against you, don’t hide it! Immediately report this allegation to your closest supervisor who will take appropriate action to resolve the problem. Never pay blackmail.

C. Written Reports

The adult who heard the allegation should make a written report as soon as possible and report it to the sending base directors or field leaders, depending on where the allegation occurs. It is recommended that the report be written within 30 minutes of hearing the allegation. If the USA directors or field leaders are away, then report it to the USA deputy director or deputy field leaders. If the alleged abuse involves a student or staff member from another mission, the field leaders or directors of that mission should be informed.

A report should include the following information:

- 1) The name of the person writing the report
- 2) The child's name and the name of his/her parents
- 3) The nature or extent of any injury
- 4) The present location of the child
- 5) The alleged offender's name
- 6) How the information was obtained
- 7) Details of what was reported or suspected (dates, times, places, specifics of what happened) The spoken words should be quoted as exactly as possible
- 8) The date of writing the report
- 9) Who has been contacted and when

D. Investigation

The investigation of alleged child abuse should be done carefully and prayerfully with much wisdom and discernment.

The WEC USA directors will be aware of any legal requirements and make sure we are adhering to all relevant state and federal laws. In light of these legal parameters the WEC USA directors would ascertain whether there is reasonable cause to proceed with further investigation and if so, they should agree on an appropriate investigation process. Other professional help may be sought and legal counsel would normally be obtained. If the alleged offender is a WEC-related person, the USA directors, or someone in leadership designated by them, should advise the alleged offender of the fact that an allegation has been made against him or her and of the nature of the investigation. They should give him/her the opportunity to respond to the allegation (in a meeting with at least two leaders present). This response should be put in writing and signed by all those present as a true record.

The parent(s) of the child should be notified of the allegation and the investigation process. The protection and safety of the child or children needs to be ensured. For this reason, the alleged offender should be advised that he or she cannot speak to the child making the complaint. The alleged offender may be reassigned or put on suspension during the investigation. This should be done as discreetly and respectfully as possible. Such reassignment or suspension is not tantamount to a finding that the alleged offender is guilty or has made a confession of guilt.

During the investigation process, information should be gathered from all appropriate sources, such as those who may have witnessed the alleged abuse. Each person should be advised not to discuss the investigation with anyone else. Care should be taken to restrict information access to those who need to and have the authority to know.

E. Action to be Taken in the Case of Innocence Being Established

In the case of an allegation being proven untrue, the alleged perpetrator should be reinstated to his/her previous position (if he/she had been asked to take leave). All those who had been informed of the allegation should be informed immediately of the person's innocence. The individual who made the allegation should receive counseling and follow-up care.

F. Action to be Taken in the Case of Guilt Being Established

Criminal prosecution should be pursued if it is warranted. In the event that a crime is actually committed according to the local law, the USA directors, or the designated person, are obliged to inform the local police or a judge for advice on how to proceed and to co-operate fully with any subsequent investigation. Apart from that, any person on a field who has violated a child should be sent back to his or her respective sending base for counseling, help and /or appropriate action as determined by the sending base director. If the alleged perpetrator is proven guilty of a serious case of abuse, he or she will be dismissed from WEC without the possibility of reinstatement.

G. Care for the Victim

The child, as well as his or her parents, may need professional medical and psychological care. The WEC USA director (and member care facilitator if appropriate) in consultation with the family, will determine what care is needed.

The level of care needed should be determined by how the child and the parents have reacted to the problem, how severe the abuse was, and how many times it took place (especially if it was sexual abuse).

VII. PROTECTION OF STAFF

A. Some Guidelines

Workers must be vigilant to retain discretion in their relationships with the children. Workers can be conned into compromising activities that can be used as blackmail, especially charges of sexual exploitation, by street-wise children.

This must be taken seriously; we do not want to place WEC in jeopardy over our conduct. Accordingly, it is important that workers:

- 1) strive to always work in pairs, or with a national co-worker or parent. A worker should never be alone in a closed room with a child; nor should they take a lone child to such activities as swimming or spa baths.
- 2) do not single out a child for special attention or special favors. All children should be equal recipients of special treats and favors.
- 3) make sure of what is the culturally appropriate way of showing affection to a child. For example, in some countries it is appropriate for males or females to have a very young child on their laps; other cultures always hold this as taboo. Playful wrestling with children can be a culture's strongest taboo. Always observe parents AND non-relative's interaction with children. What is culturally correct for a parent or a close relative to do with a child may not be the same as with an outsider.
- 4) know the legal laws concerning child care. In some countries, you can take a child off the street directly into a home. Other cultures require that a child first be declared legally abandoned. Know the laws before starting a project, e.g., legal rights of children in regards to parental authority, rules concerning gatherings, etc.
- 5) get church and community involvement in a project. This principle is vital. Local believers and community leaders can do much to guide you through legal and cultural pitfalls.

B. Emotional Health

Those who work with children in crisis can involve varying degrees of stress. Workers have to cope with the children's tragic situations, a different culture and language, and a demanding job—all with limited resources. Unless stress is managed, prolonged exposure can directly affect workers' mental health. Besides the trauma to the worker, the children will receive less than adequate care, causing more stress.

Crisis stress may be caused by emotional reactions to personal loss, secondary traumatization, work failure (especially if a worker has unresolved child abuse issues of his/her own), human error or even graphic media coverage of suffering children.

Papers on dealing with and preventing stress are available from the Member Care Department.

C. Reality Check

Ensuring the absolute safety of all those in WEC (expatriate and national) working with children is simply not possible. Living and working in difficult and dangerous situations render these workers more vulnerable to dangers than the average worker. Wars, terrorism, and criminal activities represent just one front of danger; another front stems from the perpetrators of evil, seeking to use children for exploitive purposes: pimps, drug

addicts, the Mafia and street gangs. Ultimately, in faith, we must depend on God to sustain and protect us. Still, to be good stewards, we must do all in our power to discern the best ways to protect those in WEC working with children. Workers need to inform their children of safety measures and what to do if they are caught up in an emergency situation.

VIII. IMPLEMENTATION OF THIS POLICY

- 1) Background checks on all new applicants are a part of the screening process.
- 2) Regular training and education about child abuse should be given to all WEC USA personnel. Parents will be encouraged to educate their children in this area as appropriate.
- 3) We seek to create a climate of belief and "freedom to tell."
- 4) All WEC USA personnel, including adult WEC MK's residing on WEC USA property, are required to read the entire policy and sign the following statement. (The signed statement will be placed in their personal file for safe-keeping in the director's office. In the case of adult MK's, it will be put in their parents' file.)

Statement of Acceptance

I, _____ have read and understand the Child Protection Policy in its entirety. I agree to enforce and abide by all of the provisions of the policy during my time of ministry and to accept any disciplinary action that may be necessary in the event of an accusation made against me.

Signed _____

Date _____