

CHANGE GUIDE

Safeguarding God's Children Policies 2020

NEW DEFINITIONS AND CATEGORIES

1. New terms in the definitions that reflect the evolving language and understanding around gender identity and expression. The new terms include cisgender, gender non-binary, LGBTQ+, and transgender (*Section I.C*).
2. New category of Responsible Person (*Section I.C*) who must be appointed for any event for youth or children (*Section III.C*) and who has particular duties assigned throughout the policies.
3. New categories of Supervisor and Clergy in Charge as persons who have oversight responsibilities for a program and or personnel in a program for children and youth (*Section I.C*).
4. New definition for travel (*Section I.D*) as involving multiple locations over more than two calendar days.

NEW AGE REQUIREMENTS AND RATIOS

1. Change in age requirements for Adult:
 - Adult is now defined as 18 year of age instead of 21 (*Section I.A.3*)
 - New age requirements for Personnel for certain activities
 - ✓ must be 21 to be a driver (*Section V.D.1*)
 - ✓ at least one Personnel at off-site events must be at least 25 (*Section V.B.1* and *Section V.C.1*)
 - In the case of travel, the Responsible Person must be at least 25 (*Section V.C*).
2. Adjustments to ratios (*Section III.G*) and special ratio rules for youth during travel (*Section V. B.2*).

INCREASED ATTENTION AND GUIDANCE

1. More attention is paid to possibility of abuse by a youth or child to another youth or child (peer abuse):
 - Sexual Activity (*II.B*)
 - Private Activities (*III.J.5*)
 - Overnight Events (*V.E*)
2. Guidance on accommodating the needs and preferences of non-gender conforming children and youth (*Section II.A.1; Section III.J.3; Section V.E*).

3. New guidance for protecting young children when using a public restroom (*Section III.J.5. a, b and c*).
4. New guidance as to when one adult may be sufficient (*Sections III.D*) or when due to unanticipated circumstances, an adult is left alone with children or youth (*Section III.E*).
5. Clarification regarding the responsibility of parents when transporting children to and from events for children (*Section V.D*).

NEW REQUIREMENTS OR EXCEPTIONS

1. Persons with general key or code access to locked buildings where children or youth may be present are required to be certified.
2. Off-site events must be pre-approved (*Section V.A*).
3. Prior parental approval is required for a minor's involvement in particular activities (*Section IV.A*):
 - Movies rated "PG-13" or above
 - Being photographed or recorded
 - Posting of voice or image online,
 - Off-site event
4. Codification of common practice of registration forms and waiver and release forms (*Section IV.B*).
5. New provisions regarding travel (*Section V.D and Section V.A, B, and C*).
6. Requirement that children are to be provided with basic needs, including the opportunity to sleep at least 7 hours each night (*Section II.C, V.E.3*).
7. New provision regarding First Aid and Medications at youth events, reflecting common sense practice that is likely already being followed (*Section II.D*).
8. New rules regarding having only one child or youth per bed during overnight events and the general rule that 2 adults must supervise any space in which children or youth are sleeping (*Section IV.E.1, 2, and 4*).
6. New weapons and violence policies for children, in addition to the general Weapons Policy of the diocese.
 - Children and youth aren't allowed to have weapons of any kind or items that can easily be used as weapons (e.g., pocketknives, machetes, bows and arrows) at youth events unless pre-approved as part of a camp program (*Section II.G.2*).
 - Violence of any kind is prohibited during activities for children (*Section II.G.3*).

7. Alcohol, including for sacramental use, must be stored in an area inaccessible to children (*Section II.H*).
8. New exceptions to the rules regarding uncovered windows and the keeping classroom doors unlocked during instruction in certain cases involving security (*Section III.I*).

NEW REPORTING AND TRAINING PROVISIONS

1. Policies and contact information must be posted in places where youth programs take place and provided directly to parents/guardians of participants (*Section III.A*).
2. Additions of the Responsible Person, Supervisor, and Clergy in Charge to the list of people to whom reports of violations and/or abuse may be made (*Section VIII*).
3. New mention of Title IV, the disciplinary canons in the Episcopal Church for members of the clergy that govern the behavior of clergy over and above the Safeguarding policies, and the need to report abuse by clergy to the Intake Officer under Title IV (*Section I.C, Section VIII.A.2*).
4. In-person training now expressly includes live training over an online platform and the possibility of exceptions to the general rules regarding training with consent of the Safeguarding Minister (*Section VII.B.3*).