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Bingle Camp Ministries Policy and Procedure on Sexual Propriety

I. Introduction

Bingle Camp Ministries is given a sacred trust by the parents of our campers. As an institution we must be prepared to protect the safety of our campers and establish clear-cut guidelines for the conduct of those who have oversight of our children and youth. This policy is developed for the relationships between summer staff, volunteers, permanent staff and the board of directors with campers and each other.

The ethical conduct of all who minister in the name of Jesus Christ is of vital importance to the Church because these representatives convey an understanding of God and the gospel's good news. Their manner of life should be a demonstration of the Christian gospel in the church and the world. (Ref. Line 430)

It is the policy of Bingle Camp Ministries that all summer staff, volunteers, permanent staff, and board of directors are to maintain the integrity of the ministerial, employment, and professional relationship at all times. Sexual misconduct is not only a violation of the principles set forth in Scripture, but also of the ministerial employment and professional relationship and is never permissible. Staff is to refrain from any implied or explicit form of sexual misconduct.

As God who called you is holy, be holy yourselves in all your conduct. (Ref. Line 417) I Peter 1:15

Tend the flock of God that is your charge, not under compulsion but willingly, not for sordid gain but eagerly, not lord it over those in your charge but be examples to the flock. I Peter 5:2

You know that we who teach shall be judged with greater strictness. James 3:1

II. Sexual Misconduct

CHILD SEXUAL ABUSE includes, but is not limited to, any contact or interacting between a child and an adult when the child is being used for the sexual stimulation of the adult person or of a third person. The behavior may or may not involve touching. Sexual behavior between a child and an adult is always considered forced whether or not consented to by the child. The upper age limit for child sexual abuse are those set by the State of Alaska. (Ref. Line 293)

SEXUAL HARASSMENT includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.

SEXUAL MISCONDUCT includes child sexual abuse (defined above), sexual harassment (defined above), rape or sexual contact by force, threat, or intimidation, and sexual malfeasance. (Ref. Line 391)

III. Relationships

Summer staff must carefully guard against any intentional or accidental physical contact with campers which can be construed as sexual in nature.

Dating within the summer staff is discouraged. Supervisors of summer staff have the right, authority and duty to advise, instruct and demand modifications in dating behavior between summer staff and any adult staff members, and campers.

The summer staff are afforded much trust, they must avoid the appearance of impropriety which diverts us from the goal of our ministry together. Sexual impropriety is grounds for immediate dismissal. Transportation to return home is the staff person's responsibility.

IV. Child Abuse

As professionals and who work with children, we are often the first ones to know of or suspect abuse. Symptoms and signs of child abuse, including physical abuse, sexual abuse, neglect and emotional abuse will be covered in staff training. We are required by law to report child abuse to minors once it is suspected or disclosed.

Staff will also take preventative measures to prevent camper to camper abuse/intimidation by keeping campers within sight or sound distance as much as possible with our existing facilities.

V. Reporting

Reports of sexual misconduct or child abuse should never be taken lightly or disregarded or allowed to circulate without concern for the integrity and reputation of the accuser, the accused, and Bingle Camp Ministries. (Ref. Line 696)

The first person to learn of an incident of sexual misconduct should not undertake an inquiry alone or question either the accuser or the accused. Assure the child or person of privacy, but not confidentiality. Get the facts, but don't interrogate. Believe the child. Reassure the person, but don't make promises. The first person to learn of an incident must immediately report the incident as follows: (Ref. Line 703)

Reports should be dealt with as matters of highest confidentiality both before and after they have been submitted to appropriate authorities as outlines below. (Ref. Line 699)

Minors - Notify the Camp Director or member of the Board of Directors, who will immediately notify the proper State of Alaska authorities. They will also inform the insurance carrier.

Adults - Notify either the Camp Director or member of the Board of Directors. The Director will take appropriate action and will notify the insurance carrier.

*NOTE--The numbers in parentheses refer to the lines in the GENERAL ASSEMBLY OF THE PRESBYTERIAN CHURCH (USA) Policy and Procedures on Sexual Misconduct.

that I have read the Policy, understand its meaning and agree to conduct myself in accordance with the Policy.

Signature_____

For office use only

*Date Received*_____