

# ABWE Canada

## Child Protection Policy



### 1.0 Purpose

- 1.1 ABWE Canada is committed to the safety and well-being of children involved in its ministry work. This Child Protection Policy (the “Policy”) was developed to protect children from abuse, neglect, and other forms of mistreatment in all aspects of our ministry in Canada and internationally. Individuals are considered children when they are seventeen (17) years old and younger.

### 2.0 Scope

- 2.1 This Policy applies to ABWE Canada and to all officers, directors, employees, independent contractors, and volunteers of ABWE Canada, including missionaries (including long-, mid-, and short-term missionaries), and interns and college students engaged in “short trips” (hereinafter, “ABWE Canada Staff Members” or “Staff Members”).
- 2.2 This Policy applies to ABWE Canada Staff Members working both in Canada and outside the Canadian borders, including Staff Members on assignment with ABWE Canada Affiliates<sup>1</sup> or other entities.
- 2.3 All ABWE Canada Staff Members are expected to understand and comply with all provisions of this Policy.
- 2.4 ABWE Canada Staff Members who have an assignment with an ABWE Canada Affiliate are also expected to be familiar with and to comply with the child protection and reporting policies of the ABWE Canada Affiliate with which they work.
- 2.5 In some jurisdictions, ABWE Canada Staff Members may be subject to requirements and standards relating to child abuse and neglect and reporting that are more stringent than this Policy. Where more stringent requirements and standards exist, they will apply in place of the requirements and standards of this Policy.
- 2.6 Section 16.0 of this Policy contains definitions of various terms used in this Policy.

### 3.0 Expectations

- 3.1 We expect all of our employees, volunteers and other Staff Members to understand and comply with this Policy. Questions about this Policy and its application in individual cases should be referred to the ABWE Canada Child Safety Officer.
- 3.2 As will be explained in more detail below, we have identified in this Policy a number of behaviours toward children that are prohibited, including physical abuse, sexual abuse, emotional, verbal and psychological abuse, neglect, criminal conduct, and poor boundaries and grooming.  
  
These behaviours are referred to in this Policy as “Prohibited Conduct.” This Policy prohibits Staff Members from engaging in any Prohibited Conduct directed towards children.
- 3.3 This Policy also addresses situations in which ABWE Canada staff dependents, participants in our ministry programs and work, vendors, and others involved in ABWE Canada’s ministry engage in abuse or neglect of a child or other Prohibited Conduct. This Policy also requires

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<sup>1</sup> The term “ABWE CANADA Affiliate” means any non-profit organization or its equivalent organized and operated under the laws of another country that has signed an Affiliation Agreement with ABWE Canada

staff dependents, participants, vendors, and others involved in ABWE Canada's ministry work to avoid and not engage in Prohibited Conduct.

- 3.4 This Policy requires that all Staff Members comply with the internal reporting procedures described in this Policy when they become aware or suspect that another Staff Member has engaged in Prohibited Conduct. The Policy outlines additional internal reporting obligations that apply when a Staff Member becomes aware or suspects that a staff dependent, participant, vendor, or other person involved in ABWE Canada's ministry work has engaged in Prohibited Conduct.
- 3.5 This Policy requires that Staff Members comply with mandatory child abuse and neglect reporting laws applicable to them when they become aware or suspect that a child has suffered abuse or neglect.
- 3.6 Failure to abide by this Policy may result in immediate termination, suspension, reprimand, and/or other corrective action, at ABWE Canada's discretion.

## 4.0 Prohibited Conduct

- 4.1 All ABWE Canada Staff Members are prohibited from engaging in activities and behaviours that involve conduct prohibited by this Policy ("Prohibited Conduct"). Section 5.0 below identifies the forms of Prohibited Conduct covered by this Policy.
- 4.2 While the descriptions of Prohibited Conduct in this Policy refer to ABWE Canada Staff Members who engage in Prohibited Conduct, they are also intended to apply to circumstances in which the perpetrator is another person involved with the ministry, such as a staff dependent, non-staff member participant, vendor, or other person involved in ABWE Canada's ministry. Circumstances in which other persons, including a dependent of an ABWE Canada Staff Member, engage in Prohibited Conduct are addressed further in Section 6.0.
- 4.3 ABWE Canada recognizes that in the field, practices such as shared childcare may be common, and that certain behaviour, such as full frontal hugs between parents and their children, and between parents and the children of friends, may be normal and accepted behaviour. When reviewing a report of abuse, neglect, or other Prohibited Conduct, ABWE Canada expects to take into account such circumstances.

## 5.0 Forms of Prohibited Conduct

### 5.1 Physical Abuse

- 5.1.1 Except as provided otherwise below, ABWE Canada Staff Members, including parents, are prohibited from physical abuse of a child, which includes making physical contact with a child with the intent to cause pain, or causing the child to engage in physical behaviour intended to cause the child pain, whether or not physical contact with the child occurs, and whether or not the child in fact experiences pain. Physical abuse includes causing bodily injury (which means substantial pain or impairment of physical condition), causing a reasonable likelihood of bodily injury, striking or hitting a child, kicking, biting, burning, throwing, stabbing or cutting a child in a manner that endangers a child, unreasonably restraining or confining a child, forcefully shaking a child, interfering with a child's breathing, pushing a child so that the child falls or is thrown against a wall or object, injuring a child with a weapon or a sharp or hot object or liquid, or grabbing or jerking the child. Forcefully shaking, slapping, or otherwise striking a child under one year of age is prohibited. Causing physical neglect of a child is prohibited (see Section 5.4 below). Acts which are performed for bona fide medical or first aid purposes and according to established standards of care will not normally be considered abuse.

- 5.1.2 As an exception to subsection 5.1.1, corporal punishment by parents as to their children from two to twelve years of age will not be considered physical abuse under this Policy, provided it involves reasonable force and is done for purposes of supervision, control or discipline of their children.
- 5.1.3 In addition, it shall not be considered physical abuse for ABWE Canada Staff Members, including parents responsible for a child's welfare, to use reasonable force for or against a child, when:
- The use of reasonable force constitutes incidental, minor, or reasonable physical contact with the child or other actions that are designed to maintain order and control; or
  - The use of reasonable force is necessary
    1. to quell a disturbance or remove a child from the scene of a disturbance that threatens physical injury to persons or damage to property;
    2. to prevent the child from self-inflicted physical harm;
    3. for self-defence or the defence of another individual; or
    4. to obtain possession of weapons or other dangerous objects or controlled substances or paraphernalia that are on the child or within the control of the child.
- 5.1.4 If ABWE Canada Staff Members, including parents, live in a jurisdiction where they are subject to a more stringent legal requirement or standard relating to physical treatment of children, the more stringent requirement or standard will apply in place of the requirements and standards of this Policy.

## 5.2 Sexual Abuse

- 5.2.1 ABWE Canada Staff Members are prohibited from engaging in sexual abuse of a child. Sexual abuse includes sexual conduct or an advance, or other oral, written, visual, or physical activity of a sexual nature, directed toward a child. Sexual abuse may include, but is not limited to:
- Engaging in sexual activity or communications with a child;
  - Engaging in sexually explicit language with a child;
  - Engaging in language with a child that comments upon the child's sexuality or sexual characteristics in a degrading or humiliating way;
  - Engaging in a romantic, dating, or sexual relationship with a child;
  - Touching a child's genitals or the clothing over them;
  - Touching or speaking to a child in any way that provides sexual gratification to the perpetrator or that is intended to arouse the child;
  - Showing a child photos or other images containing sexually explicit or nude images;
  - Sending a child messages or notes containing language or images of a sexual nature;
  - Voyeurism;
  - Taking or creating a pornographic photograph or image of a child, or encouraging a child to expose himself or to make and/or send photos of himself with genitalia or other sensitive areas exposed;
  - Indecent exposure or engaging in sexual gestures or acts in the presence of a child;
  - Engaging in relationships or activities with a child that constitutes prostitution or sex trafficking, including paying a child for sexual acts, or arranging for another person to engage in sexual activity with a child, whether for compensation or not; and

- Engaging in any other behaviour towards or in the presence of a child that involves sexual meaning, language or references, that is otherwise inappropriate, including sexual jokes or references to the Staff Member's or another person's sex life.

- 5.2.2 Acts that are part of normal caretaker responsibilities (such as dressing a younger child who is unable to do this himself), and acts performed for bona fide medical or first aid purposes and according to established standards of care, will not normally be considered misconduct.
- 5.2.3 Where an ABWE Canada Staff Member uses his or her position of power and authority as an ABWE Canada Staff Member to engage in any of the sexual activity described above with a person (including another Staff Member) 18-21 years of age, such behaviour is also considered a violation of this Policy.

### 5.3 Emotional, Verbal, or Psychological Abuse

- 5.3.1 ABWE Canada Staff Members are prohibited from engaging in emotional, verbal, or psychological abuse of a child. This includes behaviour that is degrading or harassing of a child or that otherwise constitutes behaviour intended to cause a child to feel demeaned, neglected, or unwanted, or that causes serious mental injury, including injury or impairment to the child's psychological or social capacity, functioning, or development. This type of abuse can involve verbal abuse, which is a pattern of using cruel, threatening, or excessively harsh language toward a child. It can also include intentionally ignoring a child, excluding a child, or otherwise neglecting a child to communicate to the child that the child is not wanted or "worth nothing."
- 5.3.2 Giving a child firm and measured instruction or direction that is developmentally appropriate and age-appropriate, and proportionate and otherwise reasonable non-physical punishment (such as imposing a "time out" of a reasonable duration and reasonable place of confinement), in instances when a child has acted out or disobeyed, are excluded from the definition of emotional, verbal or psychological abuse.
- 5.3.3 If ABWE Canada Staff Members, including parents, live in a jurisdiction where they are subject to a more stringent legal requirement or standard relating to emotional/verbal/psychological treatment of children, the more stringent requirement or standard will apply in place of the requirements and standards of this Policy.

### 5.4 Neglect

ABWE Canada Staff Members are prohibited from engaging in neglect of a child. Neglect includes denying a child under their care basic needs and support, such as adequate food, clothing, shelter, medical care, or supervision in a manner that threatens the safety, health, or well-being of the child. Circumstances of poverty, natural disasters, or family or community emergencies are ordinarily not the same as neglect.

### 5.5 Criminal Conduct

- 5.5.1 Some forms of Prohibited Conduct may constitute a criminal offense against a child, including sexual assault on a child, exploitation, creation, possession or distribution of child pornography, or molestation, or other behaviour against or involving a child that constitutes a criminal violation in Ontario or the jurisdiction where the behaviour occurred. As used in this Policy, the term "Prohibited Conduct" includes criminal

offenses against a child, although certain types of Prohibited Conduct may not be a criminal offense.

- 5.5.2 When an ABWE Canada Staff Member is charged with a criminal offense or becomes the subject of a criminal investigation that concerns or includes an allegation of a criminal offense against a child or learns that another ABWE Canada Staff Member is the subject of such a charge or investigation, the Staff Member shall report the matter immediately according to the internal reporting procedure in Section 7.0 below.

## 5.6 Poor Boundaries and “Grooming”

ABWE Canada Staff Members are expected to maintain proper boundaries with children, and to avoid grooming behaviours. In some instances, adults may engage in physical touch or language with a child that may not constitute sexual abuse, but that is nonetheless too familiar, crossing the lines of proper behaviour for an adult Staff Member, or that could cause misunderstanding or discomfort in the child. Also, while not explicitly sexual in nature, certain behaviours are sometimes used by perpetrators with the intent of developing a relationship with a child, and eventually engaging in sexual contact with a child, and therefore constitute grooming. It is important that ABWE Canada Staff Members be aware of boundary issues, and signs of grooming, and report any behaviour with or concerning a child by another Staff Member that they feel is inappropriate or suspicious. Grooming behaviours may include:

- Frequent or excessive hugging with children, especially “full frontal” hugs. However, some hugging with children, especially young children, can be appropriate. ABWE Canada Staff Members are encouraged, if a child initiates a hug, to give the child a side hug or one-armed hug. (Full frontal hugs with one’s own child is normal and is not prohibited.) ABWE Canada Staff Members should not initiate frequent hugs with children who are not their own, and should never hug a child that does not wish to be hugged;
  - Giving a child backrubs or massages;
  - Giving a child excessive attention or privileges;
  - Having a child sit in one’s lap or between one’s legs;
  - Meeting with a child one-on-one in a secluded location or in a room with the door closed
  - Allowing one or more children to visit, sleep over, or stay at the Staff Member’s home outside of a planned ministry activity with involvement of parents or other Staff Members, except in certain circumstances that are approved in advance and monitored;
  - Giving a child gifts, meals, money, or other benefits, outside established intra-family and ministry gift-giving activities, and without the awareness of the child’s parent; and
  - Transporting a child without another adult present. Exceptions may be made in carpooling or similar transport arrangements between trusted parents or other family members of children who play, attend school, or engage in activities together, and in emergencies, such as where a child has become sick and needs to be transported, and in these cases, ABWE Canada Staff Members should obtain consent from the parent or guardian of the child, and alert a supervisor, before transporting a child alone.

## 6.0 Prohibited Conduct by Dependents, Participants, Served by the Ministry, and Others

- 6.1 On occasion, there may be instances when a dependent of an ABWE Canada Staff Member or a non-staff member participant in one of ABWE Canada's programs engages in behaviour that constitutes Prohibited Conduct as described above. The dependent may be an adult family member or child of an ABWE Canada Staff Member, who lives with the Staff Member on a short-term or continuing basis. The participant may be an adult, or a child served by our ministry. On rare occasions, another person, such as an employee of a vendor, or a member of the public who has access to our ministry activities, might engage in Prohibited Conduct.
- 6.2 ABWE Canada prohibits ABWE Canada staff dependents, participants, vendors, and others involved with our ministry from engaging in Prohibited Conduct. Dependents, participants, and others may report Prohibited Conduct under Section 7.0.
- 6.3 ABWE Canada Staff Members are expected to be vigilant concerning possible violations of this Policy. ABWE Canada Staff Members who become aware of Prohibited Conduct committed by ABWE Canada staff dependents or by others participating in or having access to our ministry activities shall report immediately according to the reporting procedure in Section 7.0 below. Staff Members may also have mandatory abuse reporting obligations as described under Section 8.0.
- 6.4 When receiving and handling a report concerning a perpetrator who is a minor, including a dependent or participant child, ABWE Canada may take into consideration, among other things, the ages, physical and emotional maturity, and mental capacity of the children involved, whether the behaviour was consensual and involved age-appropriate sexual curiosity or experimentation (but not harmful or abusive behaviour), and whether the alleged perpetrator was in a position of authority over the other child or responsible for the other child's welfare. In general, age-appropriate, and non-harmful consensual sexual activity between two dependents or participants of the same age (where the age difference is two years or less) is not considered Prohibited Conduct nor is it reportable under this Policy, unless it constitutes a criminal offense in Canada or the place where the activity occurred.<sup>2</sup> If one dependent is also a Staff Member who has used his or her position as leverage or to exert power or influence in a sexual relationship or activity, or one child (not the initiator) is significantly less mature or is developmentally disabled, the matter is Prohibited Conduct and reportable.
- 6.5 In instances where a dependent child is the perpetrator, ABWE Canada shall exercise its discretion and appropriate action shall be taken including, but not limited to: restricting the child's or family's contact with the ministry, requiring counseling for the child (and possibly the family), and/or removal or suspension of the child (and possibly the family) from the field. In some circumstances, ABWE Canada may ban the child, and possibly the family, from ABWE Canada positions and volunteer work, property, and events.
- 6.6 Several examples of Prohibited Conduct committed by dependents and others are found in Section 17.0.

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<sup>2</sup> In Canada, non-harmful consensual sexual activity between two dependents (if aged 14-15 years old and partner is less than 5 years older, or aged 12-13 years old and partner is less than two years older) is not considered a criminal offence.

## 7.0 Internal Reporting to ABWE Canada

- 7.1 An ABWE Canada Staff Member shall immediately make a report to ABWE Canada according to this Policy if he or she becomes aware or suspects that an ABWE Canada or ABWE, Inc. Staff Member
1. has engaged, or is engaging, in Prohibited Conduct (as defined below), whether in Canada or internationally; or
  2. has failed to make an internal report under this Policy when required. ABWE Canada Staff Members are expected to self-report their own Prohibited Conduct and failure to report under this Policy.
- 7.2 In addition, an ABWE Canada Staff Member shall immediately make a report to ABWE Canada according to this Policy if the Staff Member becomes aware or suspects that a dependent of an ABWE Canada or ABWE, Inc. Staff Member has engaged in Prohibited Conduct.
- 7.3 In the event that an ABWE Canada Staff Member becomes aware or suspects that an ABWE, Inc.<sup>3</sup> Staff Member or dependent has engaged in Prohibited Conduct, they shall immediately make a report to the ABWE, Inc. Child Safety Officer.
- 7.4 An ABWE Canada Staff Member shall immediately make a report to ABWE Canada according to this Policy if the Staff Member becomes aware or suspects that an adult participating in an ABWE Canada ministry program of an ABWE Canada Affiliate has engaged in Prohibited Conduct. In the case of an adult involved in a program of an ABWE Canada Affiliate, the Staff Member shall also make a report according to the child protection policy of the ministry program in which the child participates.
- 7.5 An ABWE Canada Staff Member who becomes aware or suspects that a child served by a ministry program of an ABWE Canada Affiliate has been subject to or engaged in Prohibited Conduct, in circumstances not covered by 7.1, 7.2 or 7.4, shall make a report under this Policy, and, in the case of a child involved with an ABWE Canada Affiliate, shall also make a report according to the child protection policy of the ministry program in which the child participates.
- 7.6 An ABWE Canada Staff Member who, while performing his or her position with an ABWE Canada ministry (including while on assignment to another organization), becomes aware or suspects that any other child has been subject to Prohibited Conduct, shall make a report under this Policy and, if applicable, under the policy of the program in which the child participates.
- 7.7 Reporting of abuse or other Prohibited Conduct must be accomplished immediately and without delay. When in doubt, report. To make a report under this Policy, the ABWE Canada Staff Member shall notify ABWE Canada's Child Safety Officer, either orally or by email at [childsafety@abwe.ca](mailto:childsafety@abwe.ca). If the Child Safety Officer is unavailable, he or she shall appoint a designate who will have access to this email address.
- 7.8 Any ABWE Canada Staff Member who becomes aware or suspects Prohibited Conduct or failure to report by another should not attempt to investigate or verify the alleged violation before making a report to the ABWE Canada Child Safety Officer. When in doubt, report. The

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<sup>3</sup> As used herein, the term "ABWE, Inc." refers to the Association of Baptists for World Evangelism, which also operates under other names including but not limited to ABWE, and ABWE International.

report can be made orally or in writing. The report should be as detailed as possible in the circumstances.

- 7.9 Participants in ABWE Canada and ABWE Canada Affiliate activities, including independent contractors, dependents, child participants, parents of a child participant, and other adults participating or involved in ABWE Canada ministries, may (and are encouraged to) make a report under this Section if they become aware or suspect that an ABWE Canada Staff Member, dependent, or participant has engaged in Prohibited Conduct, or that a dependent or child participant has been subject to Prohibited Conduct.

## **8.0 Reporting Under Child Abuse and Neglect Reporting Laws**

### **8.1 Applicable Law**

All provinces in Canada have child abuse and neglect reporting laws. All ABWE Canada Staff Members working in Canada are mandatory reporters under the child abuse and neglect reporting law of the provinces of Canada. Mandatory reporters typically have a legal duty to report child abuse and neglect independent of and in addition to any obligations under this Policy. Also, some foreign countries have child abuse reporting laws. Section 125 of the CYFSA states that the public, including professionals who work with children, must promptly report any suspicions that a child is, or may be, in need of protection to a children's aid society (society). The CYFSA defines the phrase "child in need of protection" and explains what must be reported to a society. It includes physical, sexual and emotional abuse, neglect, and risk of harm.

### **8.2 Mandatory Reporters**

- 8.2.1 ABWE Canada Staff Members are responsible for making reports under applicable law. Failure to make a required report can result in criminal penalties and in some provinces in Canada can result in civil liability for damages caused by the failure to report. ABWE Canada seeks to support and assist ABWE Canada Staff Members with making reports under applicable law, but the responsibility for making the report ultimately rests with the Staff Member. ABWE Canada Staff Members who have questions or need help in determining about whether they should make a report under a mandatory reporting law should contact the ABWE Canada Child Safety Officer, or his or her designate, immediately.
- 8.2.2 Child abuse reporting laws often require mandatory reporters to make their reports within very short timeframes (e.g., within 48-72 hours). It is therefore critical that persons who become aware of or suspect abuse, neglect, or other Prohibited Conduct act quickly to alert ABWE Canada and to determine their abuse reporting responsibilities.
- 8.2.3 ABWE Canada provides further information to ABWE Canada Staff Members about mandatory reporting laws through its child safety training program for staff.

## **9.0 Retaliation**

- 9.1 ABWE Canada Staff Members shall not engage in retaliation against an ABWE Canada Staff Member or other individual because that person has made a report pursuant to this Policy or cooperated in an investigation of a report by ABWE Canada under this Policy, or an investigation by law enforcement or government authorities.
- 9.2 If an ABWE Canada Staff Member believes that he or she has experienced retaliation by any person for making a report under this Policy, or for cooperating in an investigation, the Staff



Member should make a report immediately to the ABWE Canada Child Safety Officer or his or her designate under Section 7.0 above.

- 9.3 This Section does not limit ABWE Canada from taking personnel action or other action it deems appropriate with respect to an ABWE Canada Staff Member or other person who it determines has made an intentionally or knowingly false report or has engaged in Prohibited Conduct or other violations of its policies and procedures, including this Policy.
- 9.4 Retaliation can take many forms depending on the positions and circumstances of the people involved. In the context of employees, it can involve adverse personnel action against an employee that has a significant impact on the terms and conditions of an individual's employment, and that is causally connected to the report of abuse or cooperation in an investigation. As for a participant, it may involve exclusion from ministry activities or services for having made a report of abuse or cooperated in an investigation. If you have a question about whether certain treatment constitutes retaliation, please contact the ABWE Canada Child Safety Officer.

## 10.0 Procedures

### 10.1 Addressing the Report

Upon receiving a report of Prohibited Conduct, or any other violation of this Policy, the ABWE Canada Child Safety Officer, after consultation with the ABWE, Inc. Child Safety Officer, and in conjunction with the ABWE Canada President and Board Chair, should do the following, as they determine relevant to the circumstances:

- a) Immediately determine whether the matter should be reported to the authorities under an applicable mandatory child abuse reporting law, and, if so, coordinate the report and/or assist the relevant Staff Member to make a report (if not already done);
- b) If there is no legal duty to report the matter to the authorities, consider immediately whether the matter should nonetheless be reported to the authorities (e.g., where a criminal violation appears to have occurred, or it is determined that a report should be made in the best interests of the child or for moral reasons). When in doubt, report;
- c) If the situation involves ABWE, Inc. Staff Members or their dependents, the ABWE, Inc. Child Safety Officer shall inform the rest of the ABWE, Inc. Child Safety Response Team (CSRT);
- d) If the alleged perpetrator is an ABWE Canada Staff Member, coordinate initial personnel action and notifications to the alleged perpetrator, such as placement on administrative leave, removal from the field, and/or instructions to cease contact with the victim and the victim's family, ABWE Canada personnel, and/or constituents;
- e) Coordinate communications with the victim and victim's family, as appropriate, with focus on protection, care, and support;
- f) Consider whether additional investigation or information is needed and, if so, coordinate that investigation and information gathering; and
- g) Consider whether other personnel action(s), corrective or remedial action, communications, and notices to the ABWE, Inc. CSRT and other leadership, as applicable to the circumstances, may be advisable.

### 10.2 Communications

If the report involves an ABWE Canada Staff Member working in the field, the ABWE Canada Child Safety Officer shall notify the relevant Area Executive Director, Regional Director, and/or field team leader, as determined by the ABWE Canada President, as well as the child safety officer of the relevant ABWE Canada Affiliate, if any. In instances of reported Prohibited Conduct in North America, the ABWE Canada Child Safety Officer may notify the potential perpetrator's supervisor at ABWE Canada. If deemed warranted, the ABWE Canada President

may notify the head of the ABWE Canada Staff Member's funding and/or sending organizations.

## 11.0 Consequences

- 11.1 ABWE Canada Staff Members who engage in Prohibited Conduct or other violations of this Policy may be subject to disciplinary action, in the discretion of ABWE Canada. Such action may include, but is not limited to, any of the following: a warning or reprimand; corrective action and/or suspension of the perpetrator's employment, volunteer work, affiliation, or activity with ABWE Canada; termination of the perpetrator's employment, volunteer work, affiliation, or activity with ABWE Canada; freezing of the perpetrator's and/or spouse's ABWE Canada accounts; a ban on the perpetrator's affiliation with any ABWE Canada entity; and/or a ban on the perpetrator's presence on ABWE Canada property or at ABWE Canada events.
- 11.2 The ABWE Canada President, in conjunction with the ABWE Canada Child Safety Officer, will determine whether notices should be made to ABWE Canada affiliates of the action taken and whether they will be requested to implement disciplinary action similar to that imposed by ABWE Canada. For example, if a perpetrator is banned from ABWE Canada property and events, then ABWE Canada may request that he or she should be banned from the property and events of all ABWE Canada Affiliates.

## 12.0 Screening and Selection

- 12.1 For all Staff Members hired, engaged, or employed by ABWE Canada, ABWE Canada conducts all statutorily required police record checks for successful candidates. The results of the police record screen may disqualify a person from working for or with ABWE Canada or participating in the activities of ABWE Canada.
- 12.2 ABWE Canada may conduct police record checks for current ABWE Canada Staff Members, as well as additional follow-up and special police record screens, at any time, at the discretion of ABWE Canada. ABWE Canada conducts police record checks on all ABWE Canada Staff Members on a schedule of every three years or less.
- 12.3 If ABWE Canada learns, either through a police record check, or through other sources, that an ABWE Canada Staff Member has engaged in conduct violating this Policy at any time, past or present, including prior to joining or working with ABWE Canada, ABWE Canada may terminate that person's relationship with ABWE Canada or take other action in its discretion.
- 12.4 During the hiring or onboarding process for a position as an ABWE Canada Staff Member, all successful candidates are expected to sign a document affirming that they have read, understand, and agree with this Policy (as it may be amended from time to time). ABWE Canada Staff Members must strictly comply with this Policy regardless of whether they have reviewed, signed, or agree with it.

## 13.0 Training

During the hiring or onboarding process for a position as an ABWE Canada Staff Member, all successful candidates will be required to complete training concerning child abuse, neglect, and other Prohibited Conduct and this Policy. Following hire, all ABWE Canada Staff Members will be required to complete such training on a schedule determined by ABWE Canada, and to sign a document affirming that they have read, understand, and agree with this Policy (as it may be amended from time to time).

## 14.0 ABWE Canada Affiliates

ABWE Canada intends to work with ABWE Canada Affiliates to assist them in creating and implementing a child protection policy for each Affiliate that is substantially similar to this Policy and that is responsive to the particular culture and location of each Affiliate. ABWE Canada expects that ABWE Canada Affiliates will inform their employees, volunteers, and other staff of the ABWE Canada Affiliate's child protection policy and reporting procedures.

## 15.0 No Express or Implied Contract

No part of this Policy constitutes an express or implied contract or a legally enforceable promise or representation by ABWE Canada. ABWE Canada reserves the right to modify this Policy at any time.

## 16.0 Definitions

**ABWE CANADA** – ABWE Global Inc., also known as Across Borders for World Evangelism.

**ABWE CANADA AFFILIATE** – any non-profit organization or its equivalent organized and operated under the laws of another country that either

- was formed by ABWE Canada Staff Members,
- has a majority of board members who are ABWE Canada Staff Members, or
- has signed an Affiliation Agreement with ABWE Canada.

**ABWE CANADA STAFF MEMBERS** – all officers, directors, employees, independent contractors, and volunteers of ABWE Global Inc, including missionaries (long-, mid-, and short-term missionaries and Launch Point team members), and interns and college students engaged in “short trips.”

**ABWE, INC.** – Association of Baptists for World Evangelism, Inc. also know as ABWE and ABWE International, a non-profit organization organized and operated under the laws of the Commonwealth of Pennsylvania, USA.

**CHILD** – Individuals are considered children when they are seventeen (17) years old and younger.

**CHILD SAFETY RESPONSE TEAM or CSRT** – includes the ABWE, Inc. Child Safety Officer, the Chief Financial Officer, the Vice President of Global Ministries, and such other individuals as may be appointed by the ABWE, Inc. President from time to time.

**IMMEDIATE FAMILY MEMBERS** - husband, wife, father, mother, mother-in-law, father-in-law, sister, brother, aunt, uncle, grandparent, brother's wife, sister's husband, stepmother, stepfather, half-sister, half-brother, child, stepchild, and grandchild.

**PARENT** – a biological parent, an adoptive parent, a stepparent, or a legal guardian.

**STAFF MEMBERS** – ABWE Canada Staff Members (see above).

## 17.0 Examples

EXAMPLES	PROHIBITED CONDUCT?		REPORT?	
	Yes	No	Yes	No
A teenage dependent engages in sexual touching of a pre-school-aged dependent of another ABWE Canada Staff Member's family	✓		✓	
A 17-year-old teenage dependent (not an ABWE Canada Staff Member) engages in consensual kissing of another teenage dependent of the same age as the first dependent (assume no criminal conduct has occurred)		✓		✓
A teenage dependent sends an unwanted text with a sexually explicit photo to another teenage dependent	✓		✓	
A 17-year-old teenage dependent engages in consensual sexual activity with a 17-year-old minor served by the ministry		✓		✓
A dependent argues with and then physically attacks and injures another dependent or a child participating in an ABWE ministry program	✓		✓	
A non-staff member adult who participates in an ABWE ministry program sexually abuses a child in his/her family at home <sup>4</sup>		✓	✓	
A teenage minor child participating in an ABWE ministry program engages in sexual activity with a pre-school child served by the ministry program	✓		✓	
An independent contractor of an ABWE affiliate makes sexual advances to a child served by an ABWE ministry program who he/she met through the ABWE ministry program	✓		✓	

I have read the ABWE Canada Child Protection Policy. I am aware of this policy, and I will take full responsibility for my actions while I am employed or volunteering with ABWE Canada.

Print Name: \_\_\_\_\_ Signed: \_\_\_\_\_

Date: \_\_\_\_\_ (D/M/Y)

Parent/Guardian if minor (under 18 years of age): \_\_\_\_\_ Date: \_\_\_\_\_

Parent/Guardian if minor (under 18 years of age): \_\_\_\_\_ Date: \_\_\_\_\_

<sup>4</sup> This scenario involves a case where an ABWE Canada Staff Member has heard or learned that a non-staff member adult participant has abused a child in his own family circumstances external to ABWE ministry activities. This type of behaviour by a non-staff adult participant is clearly contrary to our beliefs and standards, and, if the adult were a member our staff, it would be Prohibited Conduct under this Policy. Because this behaviour was not committed by an ABWE Canada Staff Member or within our ministry activities, it is not "Prohibited Conduct" under this Policy, but, when our Staff Members become aware of this kind of behaviour, such behaviour must be reported immediately, out of concern for the well-being of the child and so that ABWE Canada can evaluate whether it should take steps to protect others in ABWE Canada ministry programs from this adult. Also, this may be a matter that is required to be reported to authorities under a mandatory reporting law.