

MANHATTAN GRACE TABERNACLE

A NON-DENOMINATIONAL CHURCH FOR ALL

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Zero Tolerance Policy Against Abuse & Molestation

Manhattan Grace Tabernacle is committed to providing a safe environment for our children, congregants and general visitors, and to the prevention of abusive conduct in any form. Every member of this congregation is responsible for providing a safe environment and ensuring that everyone feels safe during sponsored activities.

Following are guidelines of behavior and procedures for employees, volunteers and the congregation at large including parents and invitees, all of whom are expected to adhere to these principles.

1. **Zero tolerance for abuse of any kind.** This means we do not tolerate physical, sexual, emotional or verbal abuse or misconduct from any person involved in a Church activity.
 - Physical abuse, including, but not limited to, striking, hitting, indecent gesturing, lewd remarks, indecent exposure, unwanted physical contact, any form of sexual contact or inappropriate touching, are strictly prohibited.
2. A commitment to being a safety advocate. Of paramount importance is providing a safe environment for our congregants, children, employees and volunteers. Every member of the congregation is responsible for reporting questionable conduct to **See Below**, (Child Advocate) and / or to me.

Action Steps

While more specific guidelines may apply, based on the nature of the sponsored program, following are some action steps that **Manhattan Grace Tabernacle** will take to help keep our children safe:

Employees & volunteers involved with children will be required to complete an application and provide references.

Employees & volunteers are strongly advised not to be alone with a child. There should always be at least two adults present. If a private conversation is required with a youth participant, it should be had within the view of other adults.

Training will be provided as a requirement to working with any youth organization.

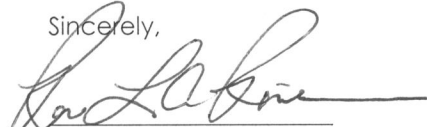
Anyone having knowledge of or who suspects that any abuse or molestation has taken place at sponsored events should report the incident immediately to our appointed child safety officers:

Damaris Mislá

Rev. Ralph Rodriguez

Thank you in advance for your commitment to this important initiative.

Sincerely,


Name

Senior Pastor

Date