



## **CODE OF ETHICS**

Adults and older youth who volunteer to partner with the Ministry Team at Victory are in a position of Stewardship and play a key role in fostering spiritual development of both individuals and community. It is especially important, therefore, that Leadership positions are held by persons of the highest moral and ethical character. These individuals are to be qualified in providing nurturing care and support that will enable all children and youth to develop a positive sense of self worth and a spirit of independence and responsibility.

The relationship between students and their leaders must be one of mutual respect if positive potential is to be realized.

Children, youth and adults can suffer damaging effects when those in authority violate their trust by engaging in sexual sins against them. Sexual abuse is criminal behavior that involves persons in sexual behaviors for which they are not personally, socially or developmentally ready. Any behavior with regard to verbal, emotional or physical abuse is considered abuse and will not be tolerated. Anyone exposed as a sexual predator will be immediately expelled from ministry positions and legal action will be taken pending an internal investigation.

The Volunteer understands that by signing the ministry application that all information will be kept confidential and that he/she will abide by all the policy and procedures that are written herein.

### **THE LAW FOR REPORTING SEXUAL HARASSMENT, MISCONDUCT AND ABUSE**

This topic is so highly publicized today and we at Victory Church condemn such behavior and have adopted a policy of reporting any incidents where children, youth, adults and the mentally challenged are under our care or supervision. By law, if a charge is made pertaining to a child under the age of 17, the Authorities will be notified immediately. The local police are the first point of contact. We may also call Children Services; they also refer the church to the local Police Department.

An internal investigation will also be done as to whether everything that could have prevented the incident was followed. We also want to protect the reputation of those that may be victims of false accusations.

### **CONFIDENTIALITY**

While many of the aspects of church require confidentiality there are others that legally cannot be kept confidential. A sense of trust is a part of counseling process for help in private areas of concern. Counseling is only to be done by the Pastor or the staff that have authority to do so. If a person divulges that he/she abused a child, the Pastor will contact the Authorities immediately.