



Globe International Child Safety Policy

I. DEFINITIONS

a. ABUSE

- i. **Child abuse:** the non-accidental behavior or treatment directed toward a child that endangers or impairs the health or welfare of a child. The typical context of child abuse occurs when the alleged offender is in a relationship of responsibility, trust or power, but this Policy is not limited to such circumstances.
- ii. **Child/Minor:** A person under the age of eighteen (18) years.
- iii. **Child-to-Child Abuse:**
 1. Child-to child abuse includes all the types of abuse as defined in this policy.
 2. Should both the victim and the perpetrator be under the age of 18, it will typically be considered abuse if there is a difference of more than three years (1095 days) between the ages of the children or there is a difference in responsibility, trust, or power between them.
 3. If there is less than three years' age difference and there is not a significant difference in responsibility, trust, or power between the children, behavior or treatment that would normally be defined as abuse will typically be considered inappropriate behavior, and may, in certain circumstances, not be subject to this Policy.
- iv. **Sexual abuse:** the use of a child for sexual gratification where there is a differential of age or power. This includes exposing the child to pornography, or using the child in any type of manner as to expose them to pornographic material.
- v. **Physical abuse:** all physical injuries to children which are not accidental and are outside the acceptable range of corporal discipline.
- vi. **Neglect:** serious deprivation of necessities such as, but not limited to, food, shelter, supervision appropriate to a child's age, educational development, and essential medical and physical care.
- vii. **Emotional abuse:** Behavior by another which severely and adversely affect the child's emotional and behavioral development.



b. **TERMINOLOGY**

- i. **Members** – All Globe Staff, Leadership Team members, missionaries, ministry leaders, volunteers, and etc. who are affiliated with Globe International.
- ii. **Partnering Organizations Personnel** – includes all leadership, staff, employees, missionaries, volunteers, and etc.

II. **COMPLIANCE FOR MEMBERS and PARTNERING ORGANIZATION PERSONNEL**

- a. **Members:** Any member of Globe, by virtue of affiliation, agrees to be subject to periodic criminal background checks, at the expense of the member.
- b. **Partners:** Individuals who partner with Globe via a Memoranda of Understanding or other partnership agreement, must agree to a pre-partnership criminal background check by Globe to be done at the individual's own expense, as well as periodic checks thereafter, as Globe may require.
- c. **Interviews:** Interviews for positions with Globe will include questions about prior work with children, including convictions or reports of child abuse (sexual or otherwise) or other inappropriate behavior directed toward children.
- d. All Globe members and partnering organization personnel agree to comply with Globe's policy on Marriage & Human Sexuality Statement during any service with Globe.

III. **REPORTING AND RESPONSE FOR SUSPECTED, REPORTED, OR WITNESSED CHILD ABUSE**

- a. Globe International Ministries, Inc. (Globe) will comply with applicable law when responding to and reporting present or past incidents of sexual abuse of a child abuse committed by Globe members and Partnering Organization personnel.
- b. Globe encourages every member, or child of a member, to discuss with the Child Safety Officer (CSO) any current or past situation where any type of abuse is suspected, reported, witnessed, or experienced. Situations that fit the definitions of abuse will be followed up by the CSO or appropriate personnel. Any Globe member who is informed or otherwise learns of, or reasonably suspects, an incident (as defined in Section I above) must immediately notify (a) the Child Safety Officer and (b) his or her immediate supervisor. The Child Safety Officer will apprise the Leadership Team immediately via childsafety@globeintl.org. The



initial Child Abuse/Neglect Reporting Form shall be completed within 24 hours of initial contact.

- c. In the event that any member's immediate supervisor is not available, or if he/she reasonably believes that the immediate supervisor is not taking prompt or appropriate action thereon, the member is directed to report to the next level supervisor or to the Globe Leadership Team.
- d. Confidentiality must be maintained within the entire circle of reporting.
- e. Globe will respond appropriately and shall investigate all reports.
- f. The Child Safety and Protection Policies set forth herein shall be made available to all members.
- g. Anyone who admits to having, or is reasonably believed by Globe to have, committed sexual abuse of a child at any time during his or her adult life is not eligible for service with Globe.
- h. Any report (past or present) of sexual abuse of a child (a) by Globe members, or (b) upon a child of Globe members, or (c) upon children under Globe's direct care or supervision will be promptly investigated pursuant to the procedures set out in Section IV.
- i. In the event that Globe, in its sole discretion, determines that a Globe member committed sexual abuse of a child during his or her adult life, such person's service with Globe will be terminated within 48 hours.
- j. Sexual abuse of a child committed by a child or other minor dependent of Globe members will be evaluated for any administrative actions by appropriate leadership and the Child Safety Officer on a case-by-case basis, taking into account such factors as age, age difference between offender and victim(s), seriousness of the offense, acknowledgement of responsibility, and effectiveness of treatment. The parent(s) and or guardian(s) of, as well as the alleged offending child/minor, will be required to follow an appropriate action plan put in place by the Child Safety Officer or designated authority. Failure to comply with the action plan will result in termination of Globe membership. Reapplication for membership will be evaluated based on successful completion of treatment regimen.



- k. Emotional abuse, neglect, or non-sexual abuse of a child will be addressed by appropriate administrative action which may include termination of the person's relationship with Globe.

IV. PROCESS FOR SUSPECTED, REPORTED, OR WITNESSED CHILD ABUSE

- a. The Child Abuse/Neglect Reporting Form must be completed within a reasonable amount of time, preferably within 24 hours of awareness of the alleged incident.
- b. Any attempt to handle the situation privately or enter into any private agreement with the alleged offending staff or reporting child is prohibited.
- c. The Child Safety Officer will begin an internal investigation of the report, unless the report is deemed not credible by all of the following: the Child Safety Officer, the Executive Director, the Director of Member Care, and any delegated members of the Leadership Team who are involved in the review.
- d. The Child Safety Officer shall be responsible for conducting or arranging for the internal investigation of the report, following written procedures. This process will be conducted as thoroughly and as quickly as is possible.
- e. The first priority shall be to ensure the safety and care of the child involved and any other children who may be at risk.
- f. An unbiased stance will be maintained during the internal investigation process.
- g. In order to maintain strict confidentiality, the alleged offender will be placed on administrative leave during the investigation process and shall have no contact with the reporter or the child or children involved in the alleged incident.
- h. The alleged offender is expected to fully cooperate with the investigation process. Failure to cooperate will constitute cause for immediate termination of the alleged offender.
- i. Due diligence will be taken to determine if there are additional victims.
- j. Child-to-child abuse. When a report is confirmed the same investigative process will be followed. An appropriate action plan will be put in place to address specific behaviors and their effects. Child-to-child cases will be evaluated on a case-by-case basis.



- k. If the investigative process confirms child abuse, Globe policies should be applied to the offender immediately.
- l. If the abuse occurred in the USA, Globe will follow appropriate state-mandated reporting requirements.
- m. Globe will communicate and cooperate with the involved members' home church or other leadership when reporting incidents.
- n. If the conclusion of the investigation is that the evidence does not establish guilt of the offense of child abuse, as defined above, the member will be restored to ministry.
- o. All involved will be responsible for secure and accurate record-keeping. All reports, internal investigations, and findings regardless of the conclusion reached are to be filed with the Personnel Department. Confidentiality shall be maintained and access restricted at all times to those directly involved in the investigation.
- p. If any person involved in the investigation is unsatisfied with the results, appeal may be made, within 30 days, to the Leadership Team.