



## **PARTNERSHIP INTERNATIONAL, INC – MISSIONS TRIP POLICY WHEN WORKING WITH CHILDREN:**

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***As an organization, Partnership International, Inc. is committed to the safety and well being of all children and adults. In doing so, we have set guidelines when working with children on our missions teams. Please look over this and make sure you are aware of our values and beliefs in this area:***

### **Conduct:**

*We are committed to creating and promoting a positive, nurturing environment for our children. When creating safe boundaries for children, it is important to establish what types of affection are appropriate and inappropriate, otherwise that decision is left to each individual. Stating which behaviors are appropriate and inappropriate allows everyone to comfortably show positive affection, and identify individuals who are not maintaining safe boundaries with children.*

### ***The following guidelines are to be carefully followed by everyone working around or with children:***

*Show love and affection at all times. There are many ways to demonstrate affection while maintaining positive and safe boundaries with children.*

### **Some positive and appropriate forms of affection are:**

- Brief hugs.
- Pats on the shoulder or back.
- Handshakes.
- “High-fives” and hand slapping.
- Verbal praise.
- Touching hands, faces, shoulders and arms of children.
- Arms around shoulders.
- Holding hands while walking with small children.
- Sitting beside small children.
- Holding hands during prayer.
- Kneeling or bending down for hugs with small children.
- Pats on the head.

**The following forms of affection are considered inappropriate with children:**

- Inappropriate or lengthy embraces.
- Kisses on the mouth.
- Teasing.
- Holding children over five years old on your lap. (child is physically able to sit by themselves)
- Touching bottoms, chests or genital areas.
- Wrestling with children.
- Showing affection in isolated areas such as closets, staff only areas, or other private rooms.
- Comments or compliments (spoken, written, or electronic) that relate to physique or body development.  
(Examples would be, “You look hot in that blouse.”)
- Occupying a bed with a child not related to you.
- Piggyback rides (depends)
- Any type of massage given by a child to an adult or any type of massage given by an adult to a child.
- Snapping bras or giving wedgies or similar touch of underwear whether or not it is covered by other clothing.
- Private meals with individual children.
- **Any form of unwanted affection.**

**Two Worker Rule:**

It is our goal that a minimum of two unrelated workers be in attendance at all times when children are being supervised during activities. Some small groups meeting in a large room at the same time may have only one leader in each group during the session; in these instances, there should be no fewer than four students with the leader.

Do not allow minors to be alone with one leader unless in an official counseling situation with an approved adult where they would always remain visible either by a window or open door.

**Open Door Policy:**

The windows and the doors of a room should remain clear. Doors should **never** be locked while persons are inside a room with children.