

1. **Title:** Consequences of Violations
  
2. **Purpose:** To clearly state the consequences of violations of policy in order to provide maximum child protection.
  
3. **Policy:** The Child Protection Policy is meant to safeguard the well-being of children and youth. Violations of this Policy will be dealt with in a resolute and timely manner. At the same time, we are called to stand not in judgment, but in compassion for each other. We believe that any person who has been accused of committing an act of abuse can expect due process, our prayers, and acceptance as a human being.

**4. Definitions:**

*Children and Youth* - Individuals between the ages of birth to 18 years

**5. Procedures:**

- 3.1 Any person accused of committing a Prohibited Act, whether paid staff member or volunteer, will immediately be suspended from participation in all Church sponsored activities and programs with children and youth.
  
- 3.2 Such suspension shall continue during any investigation by the Church or law enforcement or child protection agencies.
  
- 3.3 Any person found guilty of a Prohibited Act shall be excluded from future participation in all church sponsored activities and programs with children and youth.
  
- 3.4 If the perpetrator is a paid staff member, such conduct may also result in termination of employment, as determined by the Administrative Committee in its personnel management capacity.
  
- 3.5 Failure to timely report a Prohibited Act to the Senior Pastor or the Associate Pastor, or to an appropriate alternate as explained in OPS 10.06 (3.2.1), shall be considered a procedural violation of this Child Protection Policy, and shall be grounds for termination of employment of a paid staff member, or suspension of a volunteer from all activities involving children and youth.
  
- 3.6 As required by Texas law, all valid reports of abuse must be reported within 48 hours to the appropriate child protection or law enforcement authorities.

**6. Review Schedule:**

The Discipleship Committee Chairman shall review this OPS every three years on the anniversary of the effective date and make any needed revisions for Session's approval.

**7. Approval:**

The Session approved this OPS on the above effective date.