Requirements
For Protecting God’s People/Children

CLERGY

- All clergy including Licensed, functioning clergy; Deacons & Transitional Deacons
  - Background Check
  - Read & Sign Covenant for Sexual Responsibility
  - Read & Sign Clergy Statement on Sexual Conduct
  - Complete on-line Child abuse protection training AND Adult sexual harassment modules (or provide Certificate of Completion)
  - Read established policies of the Diocese
  - Rector or Admin. Review Sex Offender Registry every 5 yrs

Lay Employee (paid)

- All employees (except purely administrative personnel) of any parish, educational or diocesan affiliated program
  - Background Check & Reference Check
  - Read & Sign Covenant for Sexual Responsibility
  - Read & Sign Church Workers Statement on Sexual Conduct
  - Complete on-line Adult sexual harassment modules (maintenance personnel are exempt)
  - Read established policies of the Diocese
  - Rector or Admin. Review Sex Offender Registry every 5 yrs
  
If working with Children and Youth, must also:

- Includes but not exclusive to youth advisors, child care workers, day school workers, youth ministers, or anyone providing on-going care of children
- Complete the on-line Child Abuse prevention training module

Lay Volunteer (unpaid)

- All volunteers involved in ministry with children and youth or related ministries including but not exclusive to Youth volunteers, Boy/Girl Scout programs
  - Background Check**
  - Read & Sign Covenant for Sexual Responsibility
  - Read & Sign Church Workers Statement on Sexual Conduct
  - Complete the on-line Child Abuse prevention training module**
  - Rector or Admin. Review Sex Offender Registry every 5 yrs

**Volunteer Sunday School Teachers or other workers who work with children only during public church school hours and in places where other adults are routinely present may be exempt from background checks and on-line training

Vestry Member

- Read & Sign Covenant for Sexual Responsibility
- Take responsibility for compliance of the parish volunteers & employees

ADITIONAL INFORMATION

- Background checks and access to the On-line trainings are provided by the Diocesan Office.
- The parish is responsible for keeping proper documentation on file
- Questions about applying the policy or interpreting the requirements? Contact Rob Morpeth at rmorpeth@dioala.org or 205-358-9225
- Questions about registration, certification, or progress of on-line modules or background checks? Contact Makenzie Snyder at msnyder@dioala.org or 205-358-9231

This document is intended to be used as a quick reference guide. It is not intended to be used a complete description of requirements. Please refer to the manual of Policies and Procedures for a full description of requirements.