

**ROCHESTER CHRISTIAN REFORMED CHURCH**  
**SAFE CHURCH POLICY GENERAL GUIDELINES SUMMARY**

***To RCRC Staff, Volunteers, Members, and other interested parties, below you will find a summary of the general guidelines adopted by our Council in an effort to maintain RCRC as a safe environment for all people. All staff and volunteers are directed to read the entire Safe Church policy which will be distributed to them annually and which is available to any person upon request via email: [office@rochestercrc.org](mailto:office@rochestercrc.org).***

- I. Allegations of misconduct or abuse will be taken seriously by our leadership.
- II. Sexual and physical misconduct or abuse against a child or adult in a church building, in a church-sponsored program, or by church volunteers and church leaders will not be tolerated.
- III. Any applicant for a church volunteer or staff position with a previous history of sexual misconduct or physical assault, or misdemeanor or felony conviction of child abuse, or pleading of no contest to any misdemeanor or felony charge will not be allowed to serve in any positions that put others at risk.
- IV. Various means to prevent misconduct or abuse will be utilized to reduce the risk of sexual and physical misconduct or abuse in a church building, in a church-sponsored program, or by church volunteers and church leaders.
- V. An accused person has the right to due process, both civilly and in the church.
- VI. A victim is not to be held responsible for misconduct or abuse that occurs.
- VII. A volunteer or church leader who confesses or is found guilty of sexual or physical misconduct against a minor or adult parishioner will be removed or dismissed from position or office.
- VIII. A volunteer or church leader removed or dismissed from position or office will not be considered for re-entry or reinstatement to any position that puts others at risk. No decisions regarding reinstatement will be made without the advice of legal counsel.
- IX. All persons directly or indirectly involved with incidents of misconduct or abuse are to act with honesty, integrity, charity, and confidence in God's power to forgive and heal.
- X. False accusations related to sexual misconduct or abuse shall be treated as a matter for church discipline.