



Title: Mentoring Youth

Policy and Procedure Number: 013

Effective Date: April 8, 2013

Revised Date: July 22, 2013, July 10, 2023

Approval Authority: Board of Directors

Purpose:

To maintain integrity and healthy relational boundaries necessary for Cornerstone Community Ministries, Inc. (Cornerstone) staff and volunteers to mentor youth, and to ensure compliance with local, state and/or federal laws regarding child abuse.

Basis of Understanding:

- The development of healthy Christ-like relationships is paramount to Cornerstone's Mission, Vision and Core Values.
- Cornerstone strives to maintain the highest levels of integrity and safety of all youth. events/activities which is vital for a good reputation and uprightness viewed by the community.
- References made to "*Representative(s)*" of Cornerstone in this document are all volunteers, employees, and/or Board members of Cornerstone.
- This policy applies to all "*Representative(s)*" that interact with youth.
- All "*Representative(s)*" must comply with all Cornerstone's policies and procedures concerning *Child Abuse and Code of Conduct*.
- It is understood that Cornerstone youth may not have the same boundaries concerning appropriate and inappropriate/harmful behavior as the organization.
- The following includes "*Inappropriate/Harmful Behavior*"; to include any other conduct that is defined as Child abuse pursuant to the Pennsylvania Child Protective Services Law (CPSL):
 - Showing favoritism to one youth over another
 - Giving of gifts secretly
 - Looking for time alone with youth
 - Sexually provocative or degrading comments
 - Risqué jokes
 - Patting the buttocks or other private areas
 - Intimate/romantic/sexual contact
 - Corporal punishment (or child abuse as defined in Cornerstone's *Child Abuse Policy – PP#007*)
 - Showing of pornography or involving youth in pornographic activities
 - Any other behavior that is not Christ-honoring
- Mentoring of youth is encouraged during Cornerstone's sponsored events/activities; such as baseball games, discipleship, Service Clubs, etc.
- All "*Representative(s)*" are strongly encouraged to follow these policies for non-sponsored events and accept personal responsibility for all non CCM sponsored events activities.

Policy:

- All “Representative(s)” are prohibited from engaging in any “Inappropriate/Harmful Behavior” as outlined in this policy and may be subject to dismissal and/or prosecution.
- All “Representative(s)” are to never engage in an exclusively confidential relationship between themselves and a youth.
- All “Representative(s)” are responsible for monitoring behavior and interactions with youth.
 - If a violation is suspected child abuse as defined in Cornerstone’s *Child Abuse Policy – PP#007*, the person witnessing the concerned action, is to report the suspected violation as a Mandated reporter defined in Cornerstone’s *Mandatory Procedure for Reporting Child Abuse – PP#007A*.
 - If any other violation is suspected, the person witnessing the concerned action, is to report the suspected violation to his/her supervisor as defined in Cornerstone’s *Procedure for Reporting Code of Conduct Violations – PP#008A*.
- On Cornerstone’s premises, all “Representative(s)” are to use caution when they find themselves alone with a youth and should do **ANY** of the following:
 - Have at least two (2) independent adults present with youth. Independent meaning the second adult is not a relative.
 - Have the Executive Director and/or Team Leader close certain rooms from youth when ample volunteers are unavailable.
 - Be in a public area where another adult can visually check-in or have clear line of sight. (Usually center of the room with windows.)
- All “Representative(s)” are expected to follow the policy concerning the transportation of any youth to/from Cornerstone’s premises as defined in Cornerstone’s *Transportation of Youth Policy – PP#005*.
- All “Representative(s)” that wish to hold non-sponsored Cornerstone’s events/activities may be requested to provide reasonable assurances of child protection and safety of Cornerstone Youth about the integrity of the event/activity. For the protection of the “Representative(s)” and youth, Cornerstone strongly encourages the following assurances be observed, but not limited to:
 - That the “Two (2) independent adult rule” is being observed whenever possible at a private location – Independent meaning the second adult is not a relative.
 - That parental permission is being requested for participation for any off-location event or activity.
 - That parental permission is being requested for the transportation of any youth.