

(CHURCH NAME) **RESTRICTIVE ACCESS POLICY FOR KNOWN OFFENDERS**

1 INTRODUCTION

(CHURCH NAME) adopts this Restrictive Access for Known Sex Offenders Policy as a proactive statement of protection for all members of the (CHURCH NAME) community. As a church, we desire a welcoming community [ADD] _____. Opening our programs to known sex offenders allows us to [DESCRIBE] _____. However, when sex offenders wish to attend (CHURCH NAME), we must balance this urge to welcome with the need to protect.

The potential for legal liability necessitates the oversight procedures and policies contained in this document. Failure to consciously and thoroughly follow these prescribed responsibilities could expose the Church to significant liability, should the sex offender again engage in harmful behavior. These policies address the when and how to integrate a known sex offender into our Church's programs while minimizing legal exposure. This policy also contains a restrictive access agreement, to be completed prior to participation in (CHURCH NAME) events and activities.

2 DEFINITIONS

2.1 Known Sex Offender

Someone who has admitted to committing a criminal sexual offense, has been convicted of a sexual offense, or is otherwise listed on a sex offender registry.

2.2 Sexual Offense

Any action that constitutes a crime that has a sexual component, whether involving a child or an adult.

2.3 Participant

A Known Sex Offender seeking approval to participate in (CHURCH NAME)'s worship services and other ministry programs and events.

2.4 Participate or Participation

Any attendance or other presence at any (CHURCH NAME) services, property, or other function.

2.5 Sponsor

Individuals approved by (CHURCH NAME) who will accompany the Known Sex Offender at all services and activities as well as complete any other requirements as outlined in this policy and any related agreements.

2.6 Monitor

A parole officer, probation officer, or any other individual or organization assigned to monitor the Known Sex Offender's actions or otherwise be involved in the Known Sex Offender's sentence or rehabilitation by a court or other government agency. The term "Monitor" includes but is not limited

to probation officers, parole officers, counselors, therapists, or other similar roles. Probation officers and parole officers may be referenced more specifically in this policy.

2.7 Child or Children

Any person under the age of 18 years old.

3 PROCEDURES

(CHURCH NAME) requires any known sex offender seeking to attend (CHURCH NAME) services, activities, and events to complete the attached Restrictive Access Agreement. In addition to the Agreement and the requirements of the individual therein, (CHURCH NAME) will also complete the following procedures.

3.1 Conduct Background Check

(CHURCH NAME) will designate a person or committee to initiate a background check of the sex offender, to verify the nature of the individual's offense, the extent of incarceration, and any restrictions on the individual's conduct. This information will be compared against that provided by the individual, with any discrepancies to be fully resolved. Such information may be obtained in part through assistance of outside resources such as a private detective or investigative firm.

3.2 Review Court Documents and Contact Court Designated Oversight

With the assistance of qualified legal counsel, (CHURCH NAME) shall research any legal restrictions imposed on the individual's conduct, including prohibitions from attending (CHURCH NAME) and prohibitions regarding proximity to schools and other areas. (CHURCH NAME) shall contact any court-appointed counselors, parole officers, or other designated authorities to ensure the individual's participation complies with court-ordered restrictions. (CHURCH NAME) shall obtain written approvals from such court-designated authorities overseeing the individual as provided by applicable court orders.

3.3 Appoint Supervising Director and Escorts

The (CHURCH NAME) **Board of Elders** shall assume responsibility for the oversight of the individual, but may delegate day-to-day management of oversight to a designated Supervising Director. (CHURCH NAME) shall also appoint other individuals to assist the Supervising Director in the task of overseeing the individual as Escorts or record keepers. An Escort shall chaperone the individual while using the restroom. (CHURCH NAME) shall not appoint a sex offender's spouse or close family member as an assigned Escort. (CHURCH NAME)-appointed Escorts shall follow the practices detailed in the attached Agreement.

3.4 Reporting

The Governing board shall receive regular reports from the Supervising Director and other Escorts concerning the individual's participation and the status of the oversight process. The Supervising Director and Escorts should be mindful to keep accurate records of the individual's participation in (CHURCH NAME) functions, and any contact with minors, whether intentional or inadvertent.

3.5 Notice

Notice that the individual is a known sex offender shall be given to others on a strictly "need to know" basis to safeguard the church from potential claims regarding invasion of privacy or false

statements while still implementing the necessary protections. All supervisory children's workers shall be notified. Notice may be warranted for others, such as ushers or (CHURCH NAME) administrative personnel responsible for facility safety. Disclosure on a broader level, such as to families with children and youth or even to all members, should be evaluated very carefully, with due regard for protection of (CHURCH NAME) attendees in light of specific circumstances, (CHURCH NAME) spiritual dynamics, privacy interests of the sex offender and his or her family, and the potential for inappropriate communications (e.g., damaging gossip, leaks of confidential information, inaccuracies, unwarranted inquiries for further information). In connection with such disclosures, (CHURCH NAME) shall appoint a point person (or persons) to address follow-up inquiries. Any response to a person's inquiry should remain focused on appropriate areas of personal concern, such as care for that person and his or her family or perhaps (CHURCH NAME)-related issues that directly affect him or her (as opposed to potential for gossip or other relational harm).

3.6 Serving

Any requests for known sex offender to serve at (CHURCH NAME) must be approved by the **Supervising Director**. A known sex offender will not be allowed to serve in any children's or youth programs. A known sex offender must have been previously approved to participate in (CHURCH NAME) activities and have participated without incident for a minimum of one year before being allowed to serve. Written approval from the Monitor shall be obtained before the known sex offender shall be permitted to serve at (CHURCH NAME). A known sex offender will not be allowed to serve in any children's or youth programs.