

## DEFINITIONS

For purposes of this Policy, the following terms have the listed definitions:

**Abuse--**A non-accidental injury or pattern of injuries to a child or youth. Abuse may include any of the following:

- **Neglect--**Occurs when an adult responsible for the well-being of a child fails to provide for the child. Neglect may include not giving food, clothing, shelter; failure to keep children clean; lack of supervision and withholding medical care.
- **Physical abuse--**A non-accidental injury that happens to a child. Such an injury could include a beating, burn, bruise, bite, welt, strangulation, broken bones or death.
- **Sexual abuse--**The employment, use, persuasion, inducement, enticement or coercion of a child to engage in or assist another individual to engage in sexually explicit conduct. The behavior may or may not involve touching. Sexual abuse may include the following: *engaging in sexually explicit conversation; verbal sexual suggestions, innuendoes or jokes; leering or ogling; intrusive touching; the use of pornography; looking at the intimate parts of a child for the purpose of sexual gratification or arousal; sexual assault or attempted sexual assault*. Sexual abuse may consist of numerous acts over a long period of time or a single incident. Children can be victimized from infancy through adolescence. Typically, the perpetrator keeps the child from disclosing the abuse through intimidation, threats and rewards.
- **Emotional abuse--** One or more acts by an adult or other authority figure that endanger the mental health or emotional development of a child including rejection, ignoring, terrorizing, corrupting, constant criticism, mean remarks, insults and giving little or no love, guidance and support.
- **Spiritual abuse--**Using religious references to shame or by guilt to motivate a child into a particular action or behavior.
- **Failure to act--**Any failure to act that causes bodily or mental injury to a child or that causes or permits any of the above described types of abuse to occur may also constitute abuse.

This list is not intended to be exhaustive. Any act or failure to act that causes bodily injury or serious mental injury to a child may constitute child abuse under Pennsylvania law.

**Certified adult--**A CHURCH employee or volunteer, at least 18 years of age, who has successfully passed the required background checks and completed the required training (or retraining) to qualify under this Policy to work with children and youth.

**Certified youth volunteer**--A person at least 13 years old but under the age of 18 who has successfully passed the required background checks and completed the required training (or retraining) to qualify under this Policy to work with children and youth, and who gives time and participates in a CHURCH-sponsored activity.

**Child Protective Services Law or CPSL**--the Pennsylvania Child Protective Services Law, 23 Pa. C.S. Chapter 63.

**Child / Youth**--Under Pennsylvania law, a child is a person under 18 years of age. This term includes both a “child” and a “youth” as these terms are used in this Policy in reference to CHURCH programs, services and activities. When such terms are used elsewhere in this Policy in reference to CHURCH programs, services and activities, “child” means a person 12 years old or younger and “youth” means a person at least 13 years old but under the age of 18.

**Church-sponsored activity**--Includes any and all gatherings that arise from CHURCH-generated worship, educational, fellowship, administrative, pastoral, mission or recreational events. These events include on-campus and off-campus gatherings.

**Employee**--A person who works for a salary or wages at CHURCH.

**Endangered adult**--An individual at least 18 years old who (by reason of mental illness, mental retardation, dementia or other physical or mental incapacity) is incapable of managing or directing the management of the individual’s property or providing or directing the provision of self-care.

**Independent contractor**--A person not employed by CHURCH who provides services to CHURCH pursuant to an express or implied contract.

**Lead volunteer**--A certified adult who has been designated by the responsible staff person to coordinate/supervise other volunteers involved in a program, activity or event.

**Mandated reporter**--A person legally required to make a report of suspected child abuse where such person has reasonable cause to suspect that a child is a victim of child abuse. Mandated reporters include:

- Pastors
- Certain professionals licensed by the state of Pennsylvania
- CHURCH employees who have direct contact with children in the course of their employment
- Volunteers who, as part of a CHURCH-sponsored activity, event or program, accept responsibility for a child
- Independent contractors of CHURCH

**Reporting checklist--**The document attached to this Policy as Attachment A that sets forth how and to whom reports of suspected child abuse shall be made in accordance with this Policy.

**Volunteer--**A person not employed by CHURCH who donates time providing services in connection with a church-sponsored activity, event or program.