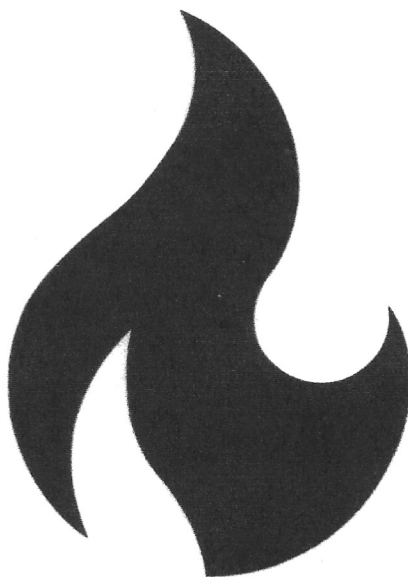


Knife River Lutheran Church

Is committed to providing a safe, professional work and
worship environment free of discrimination,
intimidation, or harassments.



SEXUAL MISCONDUCT, ABUSE AND HARASSMENT POLICY AND SAFE CHURCH PRACTICES

edited 9/3/23

Knife River Lutheran Church of Knife River, Minnesota is committed to providing a safe, professional work and worship environment free of discrimination, intimidation, or harassment. In keeping with this commitment, Knife River Lutheran Church maintains a strict policy prohibiting sexual harassment and/or abuse of children or adults. This policy applies to all of Knife River Lutheran Church's employees, as well as Knife River Lutheran Church's pastor(s), intern, all ministry and worship leaders, Sunday School or Confirmation teachers, all members and attendees. Furthermore, it prohibits harassment in any form, including verbal, physical, and visual harassment. We are placing special emphasis on keeping our children safe from any type of abuse.

No form of sexual misconduct or sexual harassment is to be tolerated, including but not limited to:

- Unwanted or inappropriate physical contact.
- Sexual flirtations.
- Sexual jokes or comments.
- The display in the church of sexually suggestive objects or photographs.
- Sexually suggestive or demeaning written, recorded, or electronic messages.

Any person who believes he or she has been harassed in any way, in relation to the operation of Knife River Lutheran Church, should promptly report the facts of this/these incident/s to anyone they feel comfortable talking with. If this person is not part of the Executive Committee, the person who is receiving the report must immediately contact the Council President, Council Vice President, Council Treasurer, Council Secretary or Pastor.

Special emphasis on children and young adults.

The following Sexual Misconduct Risk Management Program policies and procedures are intended to ensure that Knife River Lutheran Church and everyone it serves will be safe from the nightmare of sexual misconduct.

Screening:

- 1) All pastors and volunteers who have regular, ongoing contact with children and youth in small groups, camps, and overnights, must go through a screening process, a/k/a/ background check.
- 2) This includes Sunday School teachers or youth group volunteers.
- 3) For hired positions dealing with youth, all information provided on the screening application must be verified and references checked before beginning work.

Policies and Procedures:

- 1) A Minimum of two adults, or one adult and one confirmand-aged or older helper must be in the building on the same floor for any youth or children's activities. Youth activities must occur in central, highly visible locations, not in private rooms, offices, or isolated parts of the church.
- 2) Note: It is the policy of KRLC that church workers and/or volunteers do not transport youth to or from church activities.

Education:

- 1) Pastors and volunteers must complete an initial training course, approved by the Executive Committee as to how to properly work with children and adolescents.

Response Steps:

- 1) All allegations of sexual harassment, abuse or misconduct will be reported to said Executive Committee and/or the appropriate outside agency. If the allegation is criminal in nature, it will be reported directly to Law Enforcement.
- 2) If the allegation involves youth(s) to youth(s), the misconduct will be initially reported to the Christian Education Committee.
- 3) Allegations involving any person rostered in the Evangelical Lutheran Church in America shall be reported to the synod.
- 4) The church shall carry liability insurance to protect itself from any legal liability that should arise from sexual misconduct by staff or volunteers.