

# Faro Church Safe Environment Policy

## Children, Youth, and Vulnerable Persons Protection

### Purpose & Commitment

Faro Church is committed to providing a **safe, secure, and nurturing environment** for all children and youth entrusted to our care. The safety and welfare of minors is not optional, negotiable, or secondary—it is a **moral, spiritual, and legal responsibility**.

We believe that protecting children is an act of stewardship, obedience, and love. Therefore, Faro Church maintains a **Safe Environment Program** designed to prevent abuse, identify risk, and ensure accountability among all adults serving in ministry contexts involving minors.

### Scope of This Policy

This policy applies to **all adults (18 years and older)** who:

- Work with children or youth
- Serve in children's or youth ministries
- Volunteer in any role where they may be **alone with, supervising, transporting, mentoring, or interacting with minors**
- Are present in ministry spaces where children are regularly gathered

This includes **paid staff, volunteers, ministry leaders, interns, and contractors**.

### Mandatory Requirements for Adult Participation

To serve in any capacity involving minors at Faro Church, the following **requirements must be completed and maintained**:

#### 1. Live Scan Background Check

- All adults must complete a **California Live Scan fingerprint background check**
- Clearance must be received **before** serving
- Background checks must be renewed in accordance with church policy or state requirements
- Faro Church reserves the right to restrict or remove individuals from service based on results that raise safety concerns
- No exceptions.

## 2. Mandated Reporter Training

- All adults must complete the **Mandated Reporter Video Training**
- <https://mandatedreportertraining.com/religious-orgs/>
- Save the final certificate and submit to the Custodian of Records at Faro Church.
- Training must be completed **prior to service in any ministry.**
- Refresher training is required every two years.
- Proof of completion must be submitted to church administration

This training equips adults to:

- Recognize signs of abuse or neglect
- Understand legal obligations
- Respond appropriately and promptly
- Protect children while protecting the church and its leaders

## Mandated Reporting Responsibility

All adults serving at Faro Church are expected to:

- **Take all concerns seriously**
- **Immediately report** any suspected abuse, neglect, or inappropriate behavior involving a minor
- Follow **California mandated reporting laws**, regardless of personal relationships or ministry roles. This means calling the local authorities to file a report regardless of anyone's influence or demands otherwise.

Failure to report suspected abuse may result in **immediate removal from ministry** and possible legal consequences.

## Behavioral Standards & Ministry Conduct

Adults serving with children must:

- Maintain appropriate physical, emotional, and verbal boundaries
- Avoid one-on-one isolated situations whenever possible
- Follow all ministry supervision guidelines
- Never engage in behavior that could be perceived as abusive, coercive, or inappropriate
- Immediately report any policy violations or safety concerns

## Leadership Accountability

Ministry leaders are responsible for:

- Ensuring all team members are compliant **before** serving
- Modeling adherence to this policy
- Supporting enforcement without favoritism
- Communicating that **child safety outweighs convenience**.

A person's gifting, tenure, or reputation **does not exempt them** from this policy.

## Non-Compliance

Failure to complete or maintain required compliance will result in:

- Immediate suspension from serving with minors
- Possible removal from ministry roles
- Further action as deemed necessary by church leadership

## Policy Statement

Faro Church affirms that:

*The protection of children is a sacred trust.*

*We choose vigilance over comfort, accountability over assumptions, and safety over speed.*

This policy exists not because we distrust people—but because we **honor children**.

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## Questions or Reporting Concerns

All safety concerns, compliance questions, or incident reports should be directed to:

- **Senior Pastor Steve Pinto**
- **Business Management Team / Elders (Dr. Vini Nunez, Glory Fung, Pastor Nelson Marquez, Armando Diaz)**
- Or designated Safe Environment Program leadership (Jacqie Fung)
- And Appropriate Legal Authorities (Lake Forest Police Department)