



### **C4SO Safe Church Training Compliance Policy**

C4SO's goal is to protect the most vulnerable among us. Therefore, we need your help. Please read and respond to this policy, knowing that even though a policy cannot provide protection, our combined training, education and compliance can. Together, compliance in Safe Church Training can keep us accountable, aware and ready to serve a world where some people cause harm within the Church.

This policy is mandatory in all our churches. So, in a spirit of love and service for the sake of the vulnerable, we have established the following deadlines to safeguard the physical, emotional and spiritual health of everyone in our care:

**September** is Child and Youth Protection Month.

*Deadline: September 30*

**January** is Sexual Harassment Prevention Training Month.

*Deadline: January 31*

**April** is Professional Development for Clergy Month.

*Deadline: April 28*

We ask you to complete the Safe Church Training requirements within the stated time periods above. Because this training and awareness program is of utmost importance to the life of our diocese, there are consequences if a church fails to meet the required diocesan dates for compliance. Here they are:

1. At 15 days of non-compliance with a C4SO Safe Church Training deadline, the Bishop will send a letter and an email to the Rector, Associate Rector, staff, Senior Warden and all vestry members, letting them know that their church is out of compliance. The Bishop will alert these parties that the church has been moved to probationary status. This means any grants, C4SO staff support, or ecclesiastical work are no longer available to them.
2. At 30 days of non-compliance, the Bishop will make clear to the congregation that the church is out of compliance. He will ask the church's Rector and Vestry to send a letter and an email to all the members/attendees of the church, alerting them to their non-compliant status.
3. At 45 days of non-compliance, the Bishop will instruct the diocesan office to remove the church from the C4SO website. Disciplinary action will take place at that time.

Our goal is not to be punitive, but to cultivate a diocesan culture that is safe and healthy for everyone. We must hold one another accountable to care for one another and the people in our charge. If there are unforeseen circumstances that prohibit your church from meeting one or more of these deadlines, please email Bishop Todd Hunter immediately to see if you qualify for an extension. However, please know that

this is a weighty matter and extensions will not be given for failure to plan, failure to execute, or failure of any individual staff, volunteer, or clergy participation. Please prepare for these deadlines.

Thank you for reading this, complying with the policy, and helping to make C4SO churches safe for the sake of others.