<u>Smithville Mennonite Church (S.M.C.) Misconduct Policy</u>**

Abuse and Protection Policy

    A. SMC maintains a strict zero-tolerance policy against abuse, neglect and misconduct by its staff members and volunteers. This includes any behavior causing physical or mental injury, sexual abuse, negligent treat or abuse of power.

    B. Sexual abuse is defined as the use, persuasion, or coercion of any minor or vulnerable adult to engage in any sexually explicit conduct (or any simulation of such conduct) for the purpose of producing any visual depiction of such conduct or rape, molestation, prostitution, or incest with minors or vulnerable adults. It is against the law (Ohio Revised Code 2151.03, 2151.031 and 2151.04) and against S.M.C. policy for any volunteer or staff member, male or female, to physically, sexually, or mentally abuse or neglect any minor or vulnerable adult.

    C. S.M.C. reserves the right to (a) to refuse membership, (b) to dismiss, or (c) to exclude from affiliation with S.M.C. any volunteer or staff member who is or has been convicted of abuse or neglect of any minor or vulnerable adult. In an effort to protect minors and vulnerable adults under this misconduct policy, the Elders team of S.M.C. may remove any volunteer or staff member from service or may refuse any volunteer application as S.M.C deems necessary and in its sole discretion.

    D. S.M.C. will neither condone nor tolerate:

        1. Physically or sexually abusive behavior towards other individuals, including touch with the intent to do bodily injury.

        2. Physical neglect of minors or vulnerable adults, including failure to provide adequate safety measures, care, and supervision in relation to church activities.

        3. Emotional mistreatment of minors or vulnerable adults, including verbal abuse and/or verbal attacks.

        4. These behaviors will be immediately investigated and reported to the appropriate authorities.

**Please see companion document Smithville Mennonite Church (S.M.C.) Safety and Reporting Procedures for further detail.