



400.11

■ POLICY

□ GUIDELINE

ADMINISTRATION

COMMUNICATING WITH MINORS

- An adult employee or volunteer may not initiate a one to one private communication with a minor. One-on-one or private communication between non-related adult employees or volunteers and minors is prohibited. As required and described by Policy 200.30 all interactions in person and through technology must meet the 2-deep strategy. If a minor initiates such communication, then the adult must move the conversation to a public platform and retain a record of the communication. All interaction and communication must be open, public, transparent, and appropriate. For clarification, communication through the US Postal System meets the open, public, and transparent criteria.
- Medium of communication must allow for accountability and ability to retain records of communications, therefore no “anonymous” apps or platforms and no apps or platforms which automatically delete communications are permitted.
- Communications should come via Professional Ministry account/profile, phone (mobile/work), email, or physical address; NEVER via a personal account/profile, phone (mobile/home), email, or physical address. If the employee or volunteer adult is not issued a mobile ministry phone, then communication should be through a public platform.
- Adult employees and volunteers must not initiate or accept “friend” requests, “follows”, or the like with minors related to personal social media platforms or apps.
- Parents should not only be invited but strongly encouraged to sign up for communications.
- High school-aged minors who serve as employee or volunteer leaders or assistants with minors under the age of 13 must conform to the above policies in all communications pertaining to the ministry. Additionally minors must abide by Policy 300.31 regarding conduct with peers and those of younger age.