



## **TAC Youth Policy on Contact/Interaction with Youth**

TAC Youth encourages leaders to meet with youth in group settings and in teams; however, we also recognize the importance of one-on-one mentoring and involvement in the lives of youth. To appropriately navigate the sensitive relationships we have with the youth as spiritual mentors, we want to honour Christ through the guarding of our actions. This is to ensure the safety of the youth, your deniability, and an appropriate witness of TAC and, ultimately, Jesus. Below are the guidelines that should be followed when interacting with youth both in groups and one-on-one.

### *Small/Community group meetings*

To ensure proper process of any gatherings of relationships connected by our program, the following should be adhered to:

- In co-ed gatherings, both a male and female leader should be present
- The ratio of leaders to youth should be no more than 1:10 (One leader for every ten youth), and 1:7 if overnight or travel is involved
- Parents should always be aware of when and where gatherings are occurring
- Avoid having only one leader with a group of youth. If a leader is ever alone with a group of youth, one of the following criteria should be met:
  - The group is in a public space
  - There is an open door
  - There is a door with a window
  - Essentially, avoid where no one else can be aware of how you are interacting with the youth

### *One-on-one*

TAC Youth acknowledges that you have been selected to lead based upon the recognition of a pure heart and love for Jesus. These policies are not out of distrust but rather accountability and the pursuit of protection for the youth and you. Our goal is to have everything in place that we are completely above any potential allegation that might misrepresent the name of TAC Youth, Tsawwassen Alliance Church, and Jesus.

The guidelines below should be followed to ensure the above regarding one-on-one meetings:

- The Leader and youth should always be the same gender
- Parents should always be aware of meetings
- Meetings should occur in a public place
- Arrange separate transportation when possible

### *Social media and texting*

The annual parental waivers include a disclosure that TAC Youth Leaders will be in contact with youth through social media and text. Please adhere to the following to best make use of this permission:

- The Leader and youth should always be the same gender
- No contact should be made with youth through Snapchat

- Anyone younger than 13 should be contacted through parents
- Parents should be aware of conversations through text or Instagram
- All text and chat history should not be deleted

**Note:** TAC Youth acknowledges the position of young leaders who have recently graduated and have younger friends still attending. These cases will be dealt with more leniency, but our hope is your prudence and uprightness in these situations.

### *Relationships*

TAC Youth prohibits any relationships between Leaders and youth. Exceptions will be made for recent graduates whose relationship with a younger youth began before graduation.

### Bullying

There is a strict no tolerance policy when it comes to bullying. Bullying should be defined as the habitual abuse of an indifference in physical or social power with intent to harm someone. This includes, but is not limited to, exclusion, physical abuse, and teasing.

Should bullying occur, leaders should report it to the Youth Pastor and both the parents of the bully and victim should be informed of the incident. The following acronym is a helpful reminder to all:

- **G** use Godly language and actions
- **R** Respect others
- **A** Ask for help
- **C** Control yourself, play fair
- **E** Everyone deserves to be safe