

CHILD PROTECTION POLICY

Introduction

Our mission is as follows, “To transform youth through and beyond basketball.” Our organization believes that in order to accomplish this mission it is critical that children participating in our programs are protected from discrimination and all types of abuse. To ensure we fulfill this mission, Kingdom Cares International is fully committed to protecting the security and privacy of all children who take part in our programs.

Children have the right to be free of uncomfortable situations, both physically and emotionally, when in the presence of Kingdom Cares International facilities, employees, board members, and volunteers.

Definitions:

Child Abuse

As laid out by the World Health Organization (WHO), child abuse, often referred to as child maltreatment is “all forms of physical and emotional ill-treatment, sexual abuse, neglect, and exploitation that results in actual or potential harm to the child’s health, development or dignity. Within this broad definition, five subtypes can be distinguished – physical abuse; sexual abuse; neglect and negligent treatment; emotional abuse; and exploitation.” Additionally, bullying, harassment, and discrimination can cause significant harm to a child both physically and emotionally.

Direct Contact with Children

This describes those of our employees that are physically working with the children at any point. Examples would be coaching children, mentoring children, or traveling with children.

Indirect Contact with Children

This describes having access to documents that contain confidential information about children. Also, organizations that donate towards programs that involve children are considered to have indirect contact with children.

Partners

In this policy, a partner refers to organizations that receive financial support from Kingdom Cares International or organizations that run programs, provide services, or distribute resources under the guidance of Kingdom Cares International.

Need for a Child Protection Policy:

Kingdom Cares International specifically works with youth through our programming. Our mission states that we are working to transform youth, and protecting youth from any form of abuse is crucial if we are to succeed in transforming youth. The child protection policy works to ensure all individuals working within or alongside our organization are committed to protecting the participating children.

Many staff members are in direct contact with children for extended periods of time. It is extremely important that these staff members are aware of our policy for protecting children.

Children participating in Kingdom Cares International programming often must interact with individuals outside of our organization. Kingdom Cares International staff members need to be ensured that children are protected from potential harm in these instances.

A Child Protection Policy works to protect our organization. Organizations that lack a Child Protection Policy are at a higher risk of being accused of child abuse.

Child Protection Policy:

Staff

Coaches and employees working in direct contact with children will be required to have cleared a background check provided by Kingdom Cares International.

All employees, volunteers, and interns are required to sign and abide by Kingdom Cares International's Code of Ethics, as well as all policies and procedures.

Training and Education

Knowledge of the Child Protection Policy in its entirety is necessary for all individuals to ensure it is effective. To accomplish this, all staff, volunteers, and interns will be provided with a copy of the Child Protection Policy. They will be required to provide their signature acknowledging they have received and read a copy of the Child Protection Policy.

Behavior Protocols

All staff, volunteers, and interns of Kingdom Cares International will be required to act in a manner in accordance with the Child Protection Policy and our Code of Ethics.

Communications About Children

Any information deemed sensitive to a particular child by themselves, or their parent/guardian, will be excluded from any marketing material, websites, or rosters viewable to the public. Several children enrolled in Kingdom Cares International programming seek the recognition from members of the public including college athletics and admissions; however it is our goal to protect the identity and wellbeing of each child.

Use of information about or photos of a particular child will only be used if permission has been obtained from the child and the child's parent or legal guardian.

Personal information about children will be kept confidential and will only be shared with employees on a need to know basis. Visitors to our programs should not attempt to contact a child, his or her family or community member, on Kingdom Cares International's behalf or in any inappropriate manner against their will.

Reporting Incidents

Any violation of the Child Protection Policy, whether witnessed or suspected, must be reported by any staff, volunteer, or intern of Kingdom Cares International. The incident must be reported to a Kingdom Cares International employee with authority to investigate the situation. Each incident or allegation must be investigated by Kingdom Cares International. Child protective services, local law enforcement and other necessary resources may be utilized in the investigation.

Consequences of Misconduct

Individuals in violation of the Child Protection Policy will be dismissed from their position within Kingdom Cares International and turned over to the proper authorities. Kingdom Cares International will not in any way tolerate the abuse or mistreatment of children by any individual associated with the organization.