



Abuse & Code of Conduct Policy

We believe all mankind is a unique, intrinsically valued creation of Almighty God and that He has created us to glorify Him and honor His creation. Since all of humanity is created in the image of God, to hurt anyone (regardless of circumstance) is to hurt God.

As followers of Jesus Christ, we are called to bring restoration, hope, love, and peace to all people. Our vision is to bring healing to each person we interact with, as ambassadors of Christ.

Given these core values, any practice, belief, or conduct that does anything to harm “the least of these” will not be tolerated in any form. To protect spiritually, physically, and emotionally the people ARC Ministry works with, we will act decisively and immediately if we receive knowledge that any of our staff (or partner organizations) have acted in any way that is damaging to the people we are striving to serve.

Physical and sexual abuse has no place among God’s people and we condemn these acts in the strongest way possible. Because of its serious nature, all accusations will be investigated and immediately reported to the board. If there is a legitimate reason to believe abuse by an ARC Ministry, staff member is happening or has happened, the following actions will be taken immediately:

- The staff member will be pulled from service; if it is not possible to send them home they will at a minimum be removed from the location they are currently working.
- ARC Ministry leadership will immediately contact the staff member’s church leaders.
- An investigative committee will be appointed by the board; the results will be reported to the ARC Ministry board, advisory board, and the staff member’s church leadership. No details will be withheld in the report.

If the accusations are true:

- The staff member will be turned in to their home area law enforcement agency, in the event the abuse constitutes a violation of the law (such as sexual misconduct with a minor.)
- The staff member will be banned from serving with ARC, unless at some point in the future ARC leadership and the appropriate church leadership unanimously agree to consider allowing them to serve again.
- The staff member may be required to return to face trial in whatever jurisdiction they were serving at the time of the offense. ARC will not withhold staff members from returning to face trial; rather, ARC will require they return to face their crimes unless a legitimate reason to not return can be given.

If the accusations are false:

- ARC Ministry will work with the staff member’s church leadership to decide the best way forward, and take action to ensure proper healing and restoration is happening for the concerned staff member.
- The staff member will be allowed to continue serving with ARC Ministry, if the ARC Ministry leadership and the appropriate church leadership unanimously agree this is the best path forward.
- Depending on relationships, the staff member may not be able to return to the location they had been serving at; this will need to be determined on a case by case basis by ARC Ministry leadership.