

## Appendix II Interactions & Behaviors

**The lists provided below are not intended to be exhaustive.  
If you identify inappropriate behaviors/interactions you must report them to the  
program supervisor. If you suspect abuse call Child Protective Services and Police.**

<p style="text-align: center;"><b><i>Appropriate Interactions</i></b></p> <p>Appropriate affection between Church employees/volunteers and minors constitutes a positive part of Church life, ministry, and healthy child development.</p> <p>Depending on the circumstances the following forms of interaction are customarily (but not always) regarded as appropriate:</p>	<p style="text-align: center;"><b><i>Inappropriate Interactions</i></b></p> <p>Some forms of behavior and physical affection have been used by adults to initiate inappropriate contact with minors. In order to maintain the safest possible environment for minors, the following are examples of affection that are not to be used:</p>
<p style="text-align: center;"><b><i>Appropriate Physical Interactions</i></b></p> <ul style="list-style-type: none"> <li>• Side hugs</li> <li>• Shoulder-to-shoulder or “temple” hugs</li> <li>• Handshakes</li> <li>• “High-fives” and hand slapping</li> <li>• Pats on the head or back when culturally appropriate</li> <li>• Touching hands, shoulders, or arm around shoulders</li> <li>• Holding hands (with smaller children in escorting situations)</li> <li>• Holding hands during prayer</li> </ul>	<p style="text-align: center;"><b><i>Inappropriate Physical Interactions</i></b></p> <ul style="list-style-type: none"> <li>• Any form of affection that is unwanted by the child</li> <li>• Showing affection in isolated areas</li> <li>• Physical contact insisted on or requested by the adult</li> <li>• Inappropriate or lengthy embraces</li> <li>• Full frontal hugs</li> <li>• Kisses on the mouth</li> <li>• Touching knees or legs</li> <li>• Touching buttocks, chest or genital areas</li> <li>• Wrestling</li> <li>• Piggyback rides</li> <li>• Tickling</li> <li>• Tackle football</li> <li>• Touch, pull, push or strike a child in anger</li> <li>• Allowing a child to cling to a staff person’s leg</li> <li>• Any type of massage given by minor to adult</li> <li>• Any type of massage given by adult to minor</li> </ul>

<p style="text-align: center;"><b>Appropriate Behavior</b></p> <ul style="list-style-type: none"> <li>• Consistently abiding by the <i>Code of Ethics</i> and the <i>Policy for the Protection of Minors</i>.</li> <li>• Providing a Safe Environment where dignity of every individual is ensured</li> <li>• Knowing how and to whom to report inappropriate behavior.</li> <li>• Maintaining a professional relationship when dealing with minors, avoiding emotional attachment and/or vulnerable situations.</li> <li>• Maintaining an awareness of the powerful attraction of minors to adults in positions of authority and trust. If a personal or physical dependency begins to develop, the minor is to be referred to another qualified adult.</li> <li>• Recognizing if physical care of a minor requires more than one appointment, parents must be notified.</li> <li>• Giving modest gift to a group of minors.</li> </ul>	<p style="text-align: center;"><b>Inappropriate Behavior</b></p> <ul style="list-style-type: none"> <li>• Contacting or receiving contact from minors via PERSONAL communication tools including but not limited to: computer, phone, cell phone, instant messaging, email, or social networking site.</li> <li>• Being alone with a minor(s), without another responsible adult present, in any closed areas that are inappropriate while working in the scope of ministry program. Including but not limited to: a vehicle, restaurant, residence, sleeping facility, locker room, rest room facility, hot-tub or pool.</li> <li>• Allowing minors to have, or assist minors in gaining access to alcohol, drugs, pornographic material, or any illegal substance.</li> <li>• Allowing minors to have, or assist minors in gaining access to inappropriate websites, movie, audiotapes, DVDs, or CDs.</li> <li>• Photographing minors while at school or in catechetical programs without proper parental/guardian consent.</li> <li>• Singling out a minor with a personal gift.</li> </ul>
<p style="text-align: center;"><b>Appropriate Verbal Interactions</b></p> <ul style="list-style-type: none"> <li>• Positive reinforcement</li> <li>• Appropriate jokes</li> <li>• Encouragement</li> <li>• Verbal Praise</li> <li>• Texting a reminder about a meeting or event to all members of an organization.</li> <li>• Setting up a program Facebook page where only public communications are used.</li> </ul>	<p style="text-align: center;"><b>Inappropriate Verbal Interactions</b></p> <ul style="list-style-type: none"> <li>• Name calling or Cursing; Telling off-color or sexual jokes</li> <li>• Shaming or Belittling</li> <li>• Compliments that relate to physique or body development.</li> <li>• Telling secrets, asking children to keep secrets.</li> <li>• Using harsh language that may frighten, threaten or humiliate a minor.</li> <li>• Racial insults or ethnic slurs or making derogatory remarks about the child or his/her family.</li> <li>• Discussing sexual encounters with minors, or in any way involving children in the personal problems or issues of adults.</li> <li>• Verbal Praise using inappropriate language and/or terms of endearment.</li> <li>• Texting a minor regarding a personal meeting or issue.</li> <li>• Emailing or instant messaging a minor to discuss personal issues or inappropriate comments.</li> </ul>

### **Sexual Abuse Indicators**

Physical Indicators	Behavioral Indicators
<ul style="list-style-type: none"> <li>• Torn, stained, bloody underclothing</li> <li>• Pain or itching in genital area</li> <li>• Difficulty walking, sitting</li> <li>• Bruises or bleeding in external genitalia</li> <li>• Sudden weight gain or loss</li> <li>• Venereal disease, urinary or yeast infections</li> <li>• Bedwetting</li> <li>• Disrobing</li> </ul>	<ul style="list-style-type: none"> <li>• Single out by parent</li> <li>• Withdrawn, depressed, lack of emotional concern, hysterical</li> <li>• Overly concerned about siblings</li> <li>• Poor self-esteem, lack of confidence</li> <li>• Peer problems, school difficulties</li> <li>• Excessively seductive, inappropriate sex play</li> <li>• Suicide attempts, run-aways</li> <li>• Alcohol or other drug use</li> <li>• Excessive people-pleasing activity</li> <li>• Inappropriate affect (laughing about a sad event)</li> <li>• Difficulty sleeping, night terrors, refusing to sleep alone</li> <li>• Disrobing</li> </ul>

### **Physical Abuse Indicators**

Physical Indicators	Behavioral Indicators
<ul style="list-style-type: none"> <li>• Unexplained injuries, such as bruises, fractures or burns</li> <li>• Injuries that don't match the given explanation</li> <li>• Untreated medical or dental problems</li> </ul>	<ul style="list-style-type: none"> <li>• Withdrawal from friends or usual activities</li> <li>• Changes in behavior — such as aggression, anger, hostility or hyperactivity — or changes in school performance</li> <li>• Depression, anxiety or unusual fears or a sudden loss of self-confidence</li> <li>• An apparent lack of supervision</li> <li>• Frequent absences from school or reluctance to ride the school bus</li> <li>• Reluctance to leave school activities, as if he or she doesn't want to go home</li> <li>• Attempts at running away</li> <li>• Rebellious or defiant behavior</li> <li>• Attempts at suicide</li> </ul>

Specific signs and symptoms depend on the type of abuse and can vary. Keep in mind that warning signs are just that — warning signs. The presence of warning signs doesn't necessarily mean that a child is being abused. However, these red flags deserve investigation.