



First Unitarian Society Of Minneapolis

900 Mount Curve Avenue • Minneapolis, MN 55403 • 612-377-6608

SAFE CONGREGATION POLICY

1. Adults working or volunteering with minors or youth (defined as any person age 18 or younger) on an ongoing basis shall consent to an annual criminal and sex offender background check and shall agree by signature to our Code of Ethics and Safety Policy. Guardians and/or parents may attend youth-centered programming while accompanying the child of their supervisory responsibility and may be asked to consent to a background check at leadership discretion.
2. Volunteers should avoid being alone in a room with a child. In circumstances where this is impossible, the door to the room must remain open and volunteers should call or message an additional adult to come help. An adult congregant or visitor who has not undergone volunteer clearance is not permitted to be alone in a room with an unrelated youth in any circumstance. Exceptions can be made in an emergency situation, or where prior parental consent has been given and the program supervisors, such as the Minister and/or Education Director, have been informed.
3. No adult, including staff or volunteers, should help youth/children/toddlers with toileting unless the child cannot manage alone and their parent/guardian has given written permission to relevant staff.
4. Youth/children/toddlers are not to be taken in an adult's vehicle without parent/guardian permission.
5. Any bodily contact initiated by an adult toward youth/children/toddlers should occur in an easily observable space and be sanctioned by the parent/guardian (for example, hugs and kisses for younger children or physical 'roughhousing' with older kids).
- 6.. Any form of corporal punishment is strictly prohibited, as is any action that violates our principle of the inherent worth and dignity of all people.
7. Parents of youth/children/toddlers enrolled in programs should be encouraged to ask questions and stay informed of the nature of their interactions with adults. Where they feel

uncomfortable, they are encouraged to talk with their youth/children/toddlers about the programs and the volunteers and staff they encounter.

8. Adults should not seek out opportunities to have contact with youth/children outside of the context of FUS programming. If such interactions occur, the appropriate people should be informed, such as the Minister, parent/guardian, and/or Education Director.

9. Field trips, overnight programs, and off-site programming require a minimum of two screened adult volunteers or staff present.

10. Creating and/or publishing photographs or recordings of children is not permitted without written permission from parents/guardians and the Education Director being notified.

11. Adults should not share personal contact information with, distribute unapproved written or visual material to, or use the Internet to 'friend' unrelated youth under 18. Parents are expected to monitor their children's internet and social media usage. Exceptions can be made for youth in leadership roles, in agreement with the youth's guardians, Education Director, Minister, and other parties as relevant.

12. Information about children, youth, and families will be kept confidential and only shared with those who need to know to ensure safety. Any suspicion or knowledge of unsafe, inappropriate, or harmful behavior must be reported immediately to the appropriate congregation leaders and/or relevant authorities.

Violation of these policies, and other relevant policies or codes of conduct, may result in individuals having volunteer access revoked and/or asked to sign a Limited Access Agreement. This decision remains at the discretion of FUS leadership.

Approved by the FUS Board on August 28, 2025