


Operating Form Canada and Bermuda Territory			 Giving Hope Today
Form	Acknowledgement - Standards of Practice for Working with Children, Youth, and Vulnerable Persons		
Policy	Abuse Prevention and Response	OP Number	HR 06.001

The Standards of Practice outlines specific requirements of personnel as we strive to accomplish our mission together.

The Salvation Army is committed to creating an environment that is safe, nurturing, empowering, and that promotes growth and success. No form of abuse will be tolerated; and confirmed abuse may result in immediate dismissal from involvement with children, youth, and vulnerable persons within The Salvation Army. The Salvation Army will fully co-operate with authorities if allegations of abuse are made that require investigation.

1. Children, youth, and vulnerable persons will be treated with respect at all times.
2. Children, youth, and vulnerable persons will be treated fairly regardless of ancestry, race, gender, sexual orientation, age, disability, creed or religion.
3. Staff, volunteers, and leaders will follow Salvation Army policies regarding contact with children, youth, and vulnerable persons outside of Salvation Army programs.
4. Staff, volunteers, and leaders will adhere to uniform standards of displaying affection as outlined in this manual.
5. Staff, volunteers, and leaders will avoid affection with children, youth and vulnerable persons that cannot be observed by others.
6. Staff, volunteers, and leaders will not use profanity or tell off-colour jokes.
7. Staff, volunteers and leaders will not discuss with or around children, youth or vulnerable persons any conversation about their personal sexual encounters or involve them in their personal problems or issues."
8. Staff, volunteers, and leaders will not date or become romantically involved with children, youth, and vulnerable persons.
9. Staff, volunteers, and leaders will not use or be under the influence of alcohol or illegal drugs in the presence of children, youth, and vulnerable persons.
10. Staff, volunteers, and leaders will not have sexually oriented materials, including printed or online pornography, on Salvation Army property.
11. Staff, volunteers, and leaders will not have secrets with children, youth, or vulnerable persons.
12. Staff, volunteers, and leaders will not stare at or comment on the body of a child, youth, or vulnerable person.
13. Staff, volunteers, and leaders will not engage in inappropriate electronic communication with children, youth, or vulnerable persons.

14. Staff, volunteers, and leaders are prohibited from working one-on-one with a child, youth, or vulnerable person in a private setting. Staff, volunteers, and leaders will use common areas when working with an individual child, youth, or vulnerable person.
15. Staff, volunteers, and leaders will not abuse a child, youth or vulnerable person in any way including (but not limited to) the following:
 - Physical abuse: hitting, spanking, shaking, slapping, unnecessary restraints
 - Verbal abuse: degrading, threatening, cursing
 - Sexual abuse: inappropriate touch, exposing oneself, sexually oriented conversations
 - Mental abuse: shaming, humiliation, cruelty
 - Neglect: withholding food, water, shelter
16. Children and youth are prohibited from engaging in the following:
 - Hazing
 - Bullying
 - Derogatory name-calling
 - Games of Truth or Dare
 - Ridicule or humiliation
 - Sexual activity
17. Staff, volunteers, and leaders will report concerns or complaints about other personnel, other persons or youth to a supervisor or the Territorial Abuse Advisor at nancy.turley@salvationarmy.ca.
18. Staff, volunteers, and leaders will report allegations or incidents of abuse to the proper provincial/territorial authority. Please refer to the applicable provincial/territorial guidelines regarding mandated reporting. If there are questions or concerns, please contact the Territorial Abuse Advisor at nancy.turley@salvationarmy.ca.
19. Staff, volunteers, and leaders who work in proximity to children, youth, and vulnerable may not have been involved in or convicted of child abuse, indecency with, a child or injury to a child, youth or vulnerable person.

Acknowledgement
Standards of Practice for Working with Children,
Youth, and Vulnerable Persons

By signing this acknowledgement, I am indicating that I have read, understood and agree to comply with the Standards of Practice for Working with Children, Youth, and Vulnerable Persons.

<i>First</i> <i>Print Name</i>	<i>Last</i> <i>Signature</i>	<i>Month, dd, yyyy</i> <i>Date Signed</i>

Approved by:

TERRITORIAL MANAGEMENT BOARD
Canada and Bermuda Territory

Only the electronic version of this OP form is official and current.

Document Control Information			
Category		Human Relations: Harassment and Abuse Prevention	
Committee/Board Responsible		Personnel Services Committee	
Policy Sponsor		Secretary for Personnel	
Approved Date	13 Apr 2005	Next Review Date	22 Nov 2026
Document History			
Version	Date Revised	Summary of Changes	
V-01	New		
V-02	01 May 2006	Updates	
V-03	22 Nov 2023	Revisions to requirements and simplification of process	