



CODE OF CONDUCT

The welfare and protection of children are of paramount importance to IGSL, following the model of our Lord Jesus Christ. Therefore, IGSL aims to treat children with respect and dignity, and provide a safe and nurturing environment for them to grow and reach their God-given potential. We believe this is achieved through a common set of expectations describing how IGSL adults interact with children (under the age of 18). We believe that these expectations allow an adult's interaction with children to be appropriately transparent and less likely to be interpreted incorrectly.

All adults in the IGSL community assume the full responsibility of setting and maintaining clear, appropriate boundaries in all interactions with children, and must be vigilant in adhering to the following expectations. While teens or older children may not be subject to the same consequences on campus or legally, they must adhere to the following expectations for the sake of other children on campus. Parents have the responsibility to ensure teens and older children understand and adhere to the following code of conduct.

You should:

- Be a positive role model of a Christ-follower for children by maintaining a Christ-like attitude of patience, love, and maturity.
- Do everything in your power to ensure that *ALL* children under IGSL's care – regardless of age, gender, color, ethnic and cultural heritage, religious belief, disability, sexual orientation, or socio-economic status – are protected from harm.*
- Use words to support and encourage a child, such as praise, positive reinforcement, and appropriate jokes.
- Respect each child's boundaries and right to privacy and help children develop their own sense of their rights, including training them on what they can do if they feel that there is a problem.
- Allow the child to decide how much physical contact they have with others, except in exceptional circumstances when they need medical attention.
- Be accountable to each other so that any potentially abusive behavior can be challenged.
- Develop a culture where children can talk openly about their interactions with any child or adult.

It is not appropriate to:

- Spend time alone with children who are not your own without the permission of the parent.
- Give children your email address, mobile phone number, Facebook or contact details without the permission of the parent or to establish a private, online relationship with a child.

*IGSL affirms historic Christian commitments regarding gender and sexual morality. Within that framework, we affirm the importance of showing Christ's love to children who may experience same-sex attraction or gender dysphoria, which includes protecting them from harassment, bullying, and mockery, as well as walking with them as they seek to find their ultimate identity in Christ and his redemptive work.



You must *never*:

- Act in ways that may abuse a child or may place a child at risk of abuse.
- Discipline a child inappropriately. These actions are prohibited:
 - Any forms of hostile, rejecting and/or humiliating treatment including shouting, swearing or use of demeaning language.
 - Any behavior that assaults a child including hitting, slapping, excessive spanking.
 - Holding a child against their will outside the goals of protecting them from danger, providing them medical care, or keeping them from harming themselves or others.
- Have a child stay overnight at your home without the permission of the child's parent.
- Touch children in a manner which is inappropriate.
 - A general guideline is not to touch children inappropriately in areas that would normally be covered by a bathing suit.
 - Touch is to be appropriate, respectful, public, and with the best interests of the child in view.
 - Touch should be age-appropriate and initiated by the child rather than the adult or in response to the appropriate need of the child and not the need of the adult. Resistance from the child should be respected.
 - Touch should always communicate respect for the child. Adults should avoid doing things of a personal nature for children that they are able to do for themselves, including dressing, bathing, etc.
 - Do not engage or allow inappropriate touch between children.
- Expose children to inappropriate materials such as pornographic images / materials.
- Use inappropriate words which include:
 - shaming, belittling, humiliating, name calling
 - using harsh language that may frighten, threaten or humiliate
 - cursing or making derogatory remarks about the child, their family, or their place of origin
 - comments that relate to physique or body development or any sexually suggestive or inappropriate comments
- Excuse, or participate in, behavior with children which is illegal, unsafe or abusive.
- Discriminate against, show different treatment to, or favor particular children while excluding others.

Statement of Commitment:

This Code of Conduct is to be *signed** by all IGSL Board Members, faculty, staff, students, parents, caregivers, workers, helpers, and volunteers. Each signature of agreement will be kept on file in the IGSL LDHR (for faculty, staff, board members, volunteers), OPS (for caregivers/helpers/workers), or LM (students) offices.

Anyone in the school community who has a concern regarding child safety is responsible for notifying an IGSL Child Safety Team by submitting a Child Safety Concern Form (preferably online) or in person as soon as possible and within 24 hours. A Concern is anything that a member of the IGSL community has seen, heard, or experienced that may be related to child safety (as stated in the IGSL Child Safe Campus Code of Conduct or IGSL Child Safe Campus Definitions of Abuse).

*Your signature of commitment to this Code of Conduct will be recorded on the IGSL Child and Youth Safe Campus Statement of Commitment Form.