

For Participants in Children's and Youth Programming

Statement of Purpose

Our goal for each student attending programming is to provide an experience of Christian community within a safe environment that promotes spiritual and social growth. Because of this goal, students are encouraged to participate in all activities to the best of their ability. Likewise students are encourage to treat one another and the staff/volunteers with mutual respect.

The following guidelines are presented for participants at First Lutheran Church programming. **Parents are encouraged to review these guidelines with their student attending programming.**

All First Lutheran Children & Youth participants are to...

1. Abide by the churches code of conduct
2. Use language that is appropriate within a Christian community.
3. Respect the rights, privacy, and property of others.
4. Respect the property and facilities of the church.
5. Wear appropriate clothes for activities suggested by staff/volunteers.
6. Refrain from engaging or threatening to engage in acts of physical, sexual, or verbal abuse.
7. Refrain from possession of or the usage of tobacco, alcohol, or any illegal substance and/or paraphernalia.
8. Refrain from possession of usage of weapons.

Disciplinary Action

First Lutheran Church will attempt to be fair in assessing consequences for behavior. When appropriate, consequences will be given in a progressive order in relation to the severity and/or frequency of the infraction(s). The specific disciplinary action and severity of punishment for inappropriate student behavior will be handled by the Director of Children's Ministry and/or Director of Youth Ministry and/or a Pastor and/or Director of Church Administration.

Zero Tolerance Policy

First Lutheran Church has adopted a zero tolerance for following behaviors:

1. Bullying
2. Possession or usage of tobacco, alcohol, or any illegal substance or paraphernalia
3. Possession or usage of weapons of any kind
4. Theft
5. Physical violence or assault
6. Sexual violence or assault

Discipline Policy

This sequence of steps will be helpful to staff/volunteers as well as families of students. This is a guideline of a plan of action to a behavior where discipline is required. Here are some examples of appropriate and inappropriate behavior.

Appropriate Behavior: Interacting with others, participation in activities, listening, speaking when called on, hands and feet kept to self, HAVE FUN!

Inappropriate Behavior: Disruptive to others or physical harm to others; talking when someone else is speaking, bad language, refusal to cooperate with staff/volunteer, any physical roughhousing or contact.

- **First Offense: Warning**

A verbal warning with a reminder of the rules or rule broken and a warning that the student will be removed from distraction next time.

- **Second Offense: Removal from distractions**

Follow through. Student are aware of the classroom rules and need to see that the rules are enforced. The student will be sent to the back of the classroom to keep from distracting their classmates and teacher until ready to participate again.

- **Third Offense: Removal from class**

The student will be sent to Director of Children or Youth Ministry for the remainder of the service or teaching time.

- **Forth Offense: Conference with Parent/Parents and Directors of Children's or Youth Ministry/Pastors/Director of Church Administration**

All information will be given to the Director of Children or Youth Ministry for further action.