

# Society of St. Andrew

GLEANNING AMERICA'S FIELDS ~ FEEDING AMERICA'S HUNGRY

*Harvest of Hope* • Rachael Lee • Director • sosahoh@endhunger.org



## Child Protection Policy:

The care and safety of children and young people in our midst is one of the Society of St. Andrew's paramount concerns. We welcome the participation of children and young people in field gleanings, crop drops, produce distribution, and Harvest of Hope mission retreats. All Society of St. Andrew staff members, including full-time and part-time staff members, who may come into contact with children or young people in the course of their SoSA-related duties, shall be subject to and cleared by a legal background check prior to their first day of employment.

Every new employee of the Society of St. Andrew shall receive Child Protection Policy orientation and child safety training prior to assuming any Society of St. Andrew-related work responsibilities that would bring him/her in contact with children.

In order to participate in any event with the Society of St. Andrew, each child or young person under age 18 must be accompanied by a parent or legal guardian. The parent or guardian must execute a liability waiver (Society of St. Andrew's form) on the child or young person's behalf, and must agree to provide direct, personal supervision for the child or young person throughout the Society of St. Andrew event.

If a parent or legal guardian will not be present, the child or young person must be part of an organized group, club, or team that, with its adult leaders/sponsors, is taking part in the Society of St. Andrew event that day. Each child must have submitted an event participation permission form (the group/club/or team's form) signed by his/her parent or legal guardian, as well as a liability waiver form (Society of St. Andrew's form), also signed by his/her parent or legal guardian.

Each child or young person within a particular group, club, or team is the sole responsibility of his/her group, club, or team leaders while participating in a Society of St. Andrew event. The group leaders are responsible for transportation, behavior, and safety of each member of their group. They must also ensure that all children and young people follow the specific gleaning and field care instructions provided by the Society of St. Andrew gleaning coordinator or field supervisor. Each participating group, club, or team must affirm to Society of St. Andrew staff that their group's leaders, staffing, and practices conform to their organization's established Child Protection Policies.

Any question or allegation of inappropriate conduct (physical, emotional, verbal, or sexual) must immediately be brought to the attention of the Society of St. Andrew gleaning coordinator, field supervisor, or other staff member present and to the attention of the person in charge of the child or young person's group, club, or team. If, in their best judgment, the allegation requires further or outside investigation, the SoSA staff member shall contact local authorities, either police or social services, at the earliest possible opportunity and turn the matter over to them. SoSA staff will cooperate fully with any investigation or inquiry.

Please sign below acknowledging that I have read and understand the Society of Saint Andrew's Child and Protection Policy and agree, as leader for my group, that we will comply with this policy. My reservation will not be complete until this form is signed and returned to the Society of Saint Andrew.

\_\_\_\_\_  
Signature of Group Leader

\_\_\_\_\_  
Date

Group name: \_\_\_\_\_