Midlothian Friends Meeting Child Safety Policy

Midlothian Friends Meeting (MFM) believes that all people deserve to be treated with dignity, kindness and respect. We are committed to creating a safe, nurturing environment, especially for our children. To ensure the greatest protection for children and the adults that work closely with them, we have adopted the following policy, appropriate for our meeting size and structure, which acknowledges the Light within us all.

We believe that trusted adults, with cleared background checks provide the safest oversight and the greatest protection of children. Criminal background checks are required for adults who serve in roles with frequent and ongoing interaction with children.

Occasional known and respected volunteers are not required to have a criminal background check when they are working with at least one other trusted adult with a background check.

Meeting's facilities used by children are regularly inspected and maintained for appropriate accessibility and safety by our Building and Grounds Committee.

Parents, Meeting volunteers and paid child care workers collaborate to know and understand the medical needs of children, to limit the spread of illness and to respond quickly and effectively to illness and injuries.

The meeting's Trustees and Clerk of Meeting will collaborate to enact a sensitive, effective process to address concerns or allegations of any misconduct. On receiving a concern, the Clerk of Meeting will document it in writing and notify the meeting's Trustees. Together they will determine the next response or action to be taken, following guidelines specified by the Commonwealth of Virginia, where applicable.

Once adopted, this policy will be reviewed thereafter as needed. Any Midlothian Friend within MFM may initiate a review of this policy.

Note: Background checks will be conducted by a qualified outside agency. Any adverse findings will be kept confidential; details will be shared with a very limited number of people.