



PILLAR CHURCH
OF WASHINGTON DC

FAMILY & CHILDREN'S MINISTRY POLICY

Helping families and children by creating a loving and safe environment to know Jesus and make him known.

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Table of Contents

1. Purpose of the Policy
 - Reasons to use the policy
 - Goal of the Ministry to Families and Children
 - Who is subject to this policy and its use?
2. Volunteer Application Requirements & Process
 - Ministerial Conduct
 - Requirements for Child and Youth Ministry
 - Application Process
 - Training
 - Orientation
 - Regular Training
3. Classroom Guidelines, Procedures, and Safety Policies
 - General Guidelines
 - Illness
 - Dismissal Procedures
 - Visible Ministry Policy
 - Restroom Procedures
 - Physical Touch and Affection
 - Guiding Behavior
 - Corporal Punishment
 - Event Planning
4. Emergency Guidelines, Response, and Reporting
 - Minor Incidents and Accidents
 - Medical Emergencies
 - Fires or Other Emergencies
 - Suspicious Activity or Suspected Abuse

Appendix

- A. Child Abuse Definitions, Symptoms, & Indicators of Abuse

1. Purpose of the Policy

We are grateful you have decided to serve the families who are ministered to by Pillar Church of Washington, DC. We place a high priority on our youth and children. We desire to see the Word of God rooted deeply in their hearts and minds, which we aim to achieve by partnering with parents and guardians in the discipleship of the youth and children we train and teach. Members of the church have promised one another "to educate our children in the Christian faith and to support the efforts of the church to prepare the next generations to put their confidence in God."¹

Reasons to use the policy

Ministering to children and families is a sensitive and intimate way by which Pillar DC joins families in their efforts to disciple their children. Pillar DC provides nurturing and God-honoring care on a regular basis for families. We are committed to ensuring that we serve them well and that our volunteers know what is expected of them.

Please make use of the policy for the following reasons:

- Training and preparing volunteers for ministering to children
- A general complaint about discipleship or childcare provided by a member, staff member, or employee
- Refreshers and reminders of childcare, education, and preparedness for the children's ministry work

Goal of the Ministry to Families and Children

Our first goal is to provide a safe, secure, and loving environment for our children and youth. Our second goal is to strategically partner with parents/guardians as primary disciple-makers as they raise their children in the nurture and admonition of the Lord. In light of that, we also know child abuse is a problem in today's society, even for the evangelical church. Therefore, we work hard to provide a place where parents/guardians feel comfortable leaving their child(ren) under the supervision of our volunteers. These policies are intended to protect the children, families, volunteers, and staff and are to be a helpful resource in addressing issues, if they arise, of childcare safety and supervision provided by Pillar Church of Washington, DC.

Who is subject to this policy and its use?

- Members of the Church volunteering for Family and Children's Ministry
- Deacon of Family and Children's Ministry
- Overseeing Elder for Family and Children's Ministry

¹ Pillar Church of Washington DC, Membership Covenant

2. Volunteer Application Requirements & Process

Pillar Church of Washington DC has roles that various members may fill. A staff pastor or an employee of the church is anyone who is paid by the church on a full-time or part-time basis. All church employees will be required to conduct themselves consistent with characteristics and ethics found in the Scriptures (Matt. 5:1-7:15, 1 Tim. 3, Titus 1). Any employee seeking to work with children or youth will be subject to the process below for the safety of members, visitors, and families served by the church. Volunteers and Deacons are unpaid servants of the church. Members willing to minister to youth and children of families will be required to submit to this process. Submitting to the application requirements and process does not guarantee one will become an authorized volunteer for the Family and Children's Ministry.

Ministerial Conduct

Consistent with our understanding of the priesthood of all believers, employees, elected and appointed lay leaders, and authorized volunteers have the immense privilege to be servants of the congregation.

Every servant to the church must be adequately prepared and educated for the ministry in which they serve others and to understand the ways in which their use or misuse of this privilege may impact others.

Pillar DC's policy is to encourage its prospective and authorized volunteers to nurture safety within relationships by being attentive to self-care, education, maintaining appropriate boundaries, and the importance of referring those in need to supportive and helpful resources.

Sexual abuse, exploitation, or harassment of members, children, youth, visitors, or others by anyone engaged in ministry on behalf of Pillar DC is unethical behavior and will not be tolerated within this congregation. If applicable, any act of abuse, exploitation, harassment, or neglect will result in restorative church discipline. Additionally, acts of abuse, exploitation, harassment, or neglect will be properly reported to authorities and insurance companies and will be internally documented by Pillar Church of Washington DC or an authorized church representative.

Requirements for Child and Youth Ministry Volunteers

Pillar DC is committed to providing a safe and healthy environment where young people can learn about and experience God's love. In order to promote this, we have

established the following guidelines in addition to the general requirements for ministry to the church.

- All workers shall be members in good standing of Pillar Church of Washington DC.
- All workers must be 18 years of age or older unless working under the supervision of an adult who has met the pre-requisite qualifications.
- All volunteers must pass a background check and complete and pass the MinistrySafe Safety training before they are allowed to serve.
- All workers must read and understand Pillar DC's Incident Prevention and Reporting Policy.
 - <https://pillardc.com/wp-content/uploads/sites/5/2022/10/Incident-Prevention-Reporting-Policy.pdf>
- All workers must sign the Employee/Childcare Worker Disclosure Form.

Application Process

- An interested volunteer initiates the childcare/youth worker application process by informing the Deacon of Childcare or Youth Director or an Elder that he/she is interested in serving children and families.
- Through the Planning Center software, the Deacon of Childcare or Youth Director will request a background check for the interested volunteer. The interested volunteer will receive an automated email and has seven days to complete the background check.
 - If the background check is not completed in seven days, the link will expire, and the Deacon of Childcare or Youth Director will need to reinstate the process.
- The Deacon of Childcare will maintain expiration dates of all completed and cleared background checks. Background checks may be required to be updated from time to time, but only if the worker is still a current volunteer.
- Once a background check is completed, interested volunteers will receive a link to the MinistrySafe Safety Training and a copy of Pillar DC's Incident Prevention and Reporting Policy. A volunteer must read and acknowledge he/she understands the policy.
- All volunteers must physically sign the Employee/Childcare Worker Disclosure Form. An e-signature is not authorized. This form will be maintained on file and only accessible by Pillar DC Elders and the Deacon of Childcare.
- To best protect our children, youth, and volunteers, there are no exceptions to the application procedures.

Training

Orientation

All volunteers will be given appropriate policies that will familiarize them with established age group/ministry guidelines, the definition of child abuse, identifying possible symptoms of child abuse, and the church's protection policies regarding safety, security, child discipline, and reporting of incidents.

The following section serves as the guide for "classroom" conduct for leaders and volunteers during activities, including minors.

Regular Training

The church provides training to all employees and volunteers annually. Such training not only increases the awareness of child protection but also demonstrates the church's commitment to ensuring the safety of our most vulnerable members.

3. Classroom Guidelines, Procedures, and Safety Policies

We desire to provide a safe, secure, and loving environment for children and youth. We work hard to provide a place where parents or guardians feel comfortable leaving their child(ren) under the care and supervision of our ministry teams. Therefore, we have taken steps to protect both children and volunteers. These guidelines, procedures, and policies are intended to be a helpful resource in addressing issues of child and youth safety.

General Guidelines

- Children's Ministry workers should greet each family at the check-in station to ensure the child is checked-in.
- ALL children must be registered in the Planning Center Check-Ins Database upon their first visit. This entails acquiring the parent/guardian's phone number if a childcare worker needs to contact them and asking the parent/guardian if the child has any allergies or special concerns.
- Follow the Well-Baby Policy in the "Illness" section below if any child being registered or checked-in demonstrates any form of illness.
- Lights should remain on at all times, and an adult should never be alone with a child. There should always be at least two unrelated adults (i.e., not from the same household) with any child.
- Desired ratios, meaning the maximum amount of children per volunteer, are:
 - Infants (birth to crawling) - 1 volunteer: 2 children
 - Toddlers & Preschoolers (walking to 5 years old) - 1 volunteer: 5 children
 - K-2nd grade (~5 to 8 years old) - 1 volunteer: 8 children
- Teachers should ensure the children's ministry space is cleaned up at the end of the class unless otherwise directed by the Deacon of Childcare or Elders.
- We encourage ALL our teachers to actively engage the children and teach them about Jesus Christ. Pillar DC provides books, coloring pages, and materials for all classes to ensure the children can learn about our loving, magnificent, and wonderful Savior.

Illness

- Pillar DC has a "Well-Baby" policy. We have a volunteer team with limited knowledge and know-how of illnesses. Therefore, Pillar DC does not provide care for sick children. We ask for children to stay home for:
 - A fever (currently or within the last 24 hours)
 - Uncontrolled cough or sore throat
 - Runny nose with any colored discharge

- Questionable rashes, impetigo, ringworm, or mouth sores
- Diarrhea or vomiting currently or within the last 24 hours
- Active chicken pox, measles, or mumps
- Head lice
- Conjunctivitis (pink eye)
- Difficulty breathing or wheezing
- Severe itching
- If a child is sick, he/she should not be accepted into the class. If he/she gets sick or is discovered to be sick during the class, request the parent/guardian to pick up the child immediately.
- Do not give children medicine of any kind. If a parent/guardian requests you give their child medication, refer the parent to the Deacon of Childcare or an Elder.
- If you are scheduled to serve but become sick, please notify the Deacon of Childcare and request a substitute. Your help with this is greatly appreciated if you are able!
- Bodily Fluid Accidents: Childcare workers should wear disposable gloves when there is a possibility of contact with blood or blood-containing fluids. Blood on surfaces should be cleaned with hydrogen peroxide, bleach, and water (1/4 cup bleach, 1 gallon water). Use disposable towels and gloves for cleanup. Discard all items into a covered container. Vomit areas should be cleaned up and then covered. Please, report the incident. See section #4 and Pillar DC's Incident Prevention & Reporting Policy.

Dismissal Procedures

- Children must remain in the classroom until picked up by a parent/guardian unless they are being led from one activity to the next. The parent/guardian must present the security tag that corresponds with the code on the child's tag. Before releasing the child, volunteers will ensure the tags match.
 - If a parent/guardian's security tag is lost, a childcare worker will ensure the parent/guardian's I.D. matches the parent/guardian's name in the check-in system.

Visible Ministry Policy

- Volunteers or workers should never be alone with a child.
- At least two unrelated workers (i.e. not from the same household) should be present at all times.
- If a child arrives early, ensure you remain visible to other children's ministry volunteers or where a Pillar DC member can account for your actions.
- If applicable, doors should never be locked, and doors without windows should never be closed completely when children are inside with adults.

- When holding a private talk with a student, especially of the opposite sex, teachers should sit in view of an open door.

Restroom Procedures

- To minimize restroom trips as much as possible, we encourage parents/guardians to change their child(ren)'s diaper or bring their child(ren) to the restroom before dropping them off.
- In the event a child needs a diaper change, a ministry volunteer must contact the parent to change the child's diaper. Ministry volunteers are not permitted to change diapers.
- In the event a child needs to make a restroom trip or needs toilet assistance, a ministry volunteer must contact the parent to assist the child. Ministry volunteers are not permitted to take a child to the restroom or provide toilet assistance.
- Youth aged students assisting with the Children's Ministry are also not allowed to take a younger child to the restroom or change a child's diaper.
- Do not allow other children to "watch" while another child is using the restroom.
- Children six years old and older may be sent to the restroom without adult supervision; however, teachers should monitor how long the child is in the restroom and use their judgment to determine if an adult should check up on him/her.
- In restroom emergencies – Use care (and disposable gloves) when handling soiled clothing. Soiled clothing should be placed (un-rinsed) in a plastic bag and labeled with the child's name.

Physical Touch and Affection

Physical touch and affection are important to a child's physical and emotional development; however, there is an obvious danger with inappropriate touch or affection, either intentionally or inadvertently. Physical contact with children should be age and developmentally appropriate. Be aware and sensitive to differences in sexual development, cultural differences, family backgrounds, individual personalities, and special needs. The following guidelines are to be promoted for pure, genuine, and positive displays of God's love:

- ALL physical affection must be in the presence of other workers.
- Physical touch or affection should be brief and never on a child's private parts.
- Children should be hugged from the side.
- When physically approached by a child, accept the child, but guide their affection to the appropriate contact. Hugs are easily shifted, as are misplaced hands. When a child unintentionally inappropriately touches an adult, no reference to it should be made to the child. Simply redirect their hand or

body. If intentional, simply correct the gesture with the same tone as any other correction and then move on.

- Sitting on laps is only appropriate for ages zero through pre-K; it is not appropriate for children older than pre-K.
- It is not appropriate for a volunteer to pick up or hold a child who is older than pre-K.
- For reporting violations of this policy, see Section #4 and Pillar DC's Incident Prevention & Reporting Policy.

Guiding Behavior

Discipline is not meant to be merely punishment. Instead, it is a time for teaching--the very kind of teaching Jesus did with His disciples. Teaching of this kind is two-fold: first, to immediately stop inappropriate behavior; second, to help the child find a more appropriate way to behave. Here are some guidelines for correcting negative behavior:

- Prevent Problems Before They Occur. The best way to avoid trouble is to stop it before it happens!
- Set Clear Limits. Use the word "no" as little as possible because it does not teach the child appropriate behavior. Instead, give the child information. For example, "We don't bite." Save the word "no" for dangerous situations.
- Redirect Behavior. Try offering the child another activity.
- Offer A Choice. You can say, "You may play with the truck or the car. Which one do you want?" This helps you give the child a choice.
- Acknowledge Feelings. Use the words "I see" often. Show the child that you understand and care about them.
- Talk Through Problems. Here is a good example: "Ryan wants the truck. Timmy wants the truck. What can we do? Here is another truck. Which one would you like, Ryan?"

If you have tried redirection and talking through the problem without success and the child is becoming extremely disruptive in class, then it is time to call in the parent. If necessary, bring in the Deacon of Childcare and notify him/her about behavioral issues that arise.

Here are a Few Tips to Keep in Mind:

- Pray!
- Acknowledge a child's good behavior.
- Talk about the action and not the child's personality.
- Remember that most communication is non-verbal.
- When addressing a child's behavior, always lower your voice.
- Realize that a child's behavior may simply be a cry for your attention.
- Avoid hurrying a child. A hurried child is usually a frustrated child.

If misbehavior continues after you have called the parent one time:

- The teacher should seek the assistance of the Deacon of Childcare. The student should be taken just outside the classroom and asked to state the offense and the desired behavior. A warning should be given that if the misbehavior continues, parents or church leadership will be contacted again.
- If, after returning to class, the student continues to misbehave, the parent will be asked to sit with their child in the class to ensure corrected behavior. If a parent is unavailable, a church leader (Elder, Deacon, etc.) may be asked to come in and work directly with the child. If a phone call is to be made to the parent or guardian, it should ideally be made by the volunteer who observed the behavior. However, sometimes, it may be more appropriate for the Deacon of Childcare to make the phone call.
- Because children have short memories from week to week, repeating the steps outlined above may be necessary. Always give the child a 'clean slate' when they return after discipline. Don't hold a grudge; discipline just as long as last time.
- Ultimately, a child will not be permitted to continually disrupt a class. In time, and after much positive effort, a child may be removed from a classroom due to misbehavior, but only after the Deacon of Childcare approves of this measure. It is the last resort, but it will be used when absolutely necessary.

Corporal Punishment

Volunteers in Pillar DC Children's Ministry should NEVER physically discipline a child at church (If the child of a volunteer or worker needs such discipline, it is to be done at home, never within a Pillar DC program. Observers may not know the child is the volunteer's child.)

Event Planning

- ALL use of Children's Ministry spaces should be approved by the Deacon of Childcare and/or Elder(s) in advance.
- Whenever moving children from the classroom, do a head count upon departure and arrival to ensure every child is accounted for.
- Workers should NOT take a child home without another person accompanying them.
- NEVER take a child or children outside of the church facility or program room without the prior consent of the Deacon of Childcare and/or Elders and, in some cases, written permission from the parents. Permission slips will be available from the Deacon of Childcare or the Youth Director.
- A minimum of two approved adult leaders are required for any trip or out-of-class activity. In addition, the proper ratios of children to adults must be followed as described in Section #3.

- All drivers must have a valid driver's license and current automobile insurance when an activity requires travel. The number of persons per car should not exceed the number of seatbelts and car seats must be used if applicable. Each driver should have a copy of the activity permission slip for those students riding in his/her car. Emergency contact phone numbers are of primary concern and shall be available to the leaders. (All drivers must be over 18 and out of high school.)
- When an activity is a local one, it is best if parents arrange their own transportation to and from the activity site. At least 2 adults must stay until the last child is picked up from the event.

4. Emergency Guidelines, Response, and Reporting

Minor Incidents and Accidents

- Lovingly handle the injury immediately. A FIRST AID kit is available in the children's ministry cabinet. Ice packs are also available for emergencies. Do not contact the parent unless necessary; however, inform the parent about the injury when they pick up their child, regardless of how minor the injury is.
 - In wisdom, notify the Deacon of Childcare and/or the elders, so they are prepared to have an additional conversation with the minor's parent/guardian, if necessary.
- Per Pillar DC's Incident Prevention & Reporting Policy, all injuries to minors, no matter how small, MUST be reported to the minor's parents/guardians.
- When filling out the parent/guardian notification section of the Injury Report, please do not use any other child's name. The Elders will immediately report any medical incident(s) to the church insurance company.
- Report any hazardous situations to the church leadership immediately and quickly correct the situation if safe to do so.

Medical Emergencies

- In case of a serious emergency involving broken bones, convulsions, fainting, unconsciousness, or other serious injuries, follow these procedures:
 - Keep calm, and keep the injured child and other children as calm as possible.
 - DO NOT MOVE THE INJURED CHILD.
 - Speak calmly, reassuring the child.
 - Send a fellow teacher to get more help from a Deacon or an Elder. NEVER LEAVE THE INJURED CHILD UNATTENDED.
 - Instruct a fellow teacher to call 911 and answer the 911 operator's questions as appropriate.
 - As soon as more help arrives, the co-worker should return to help remove other children from the accident scene.
 - The person in charge (Deacon or Elder) will locate the parents and advise them of the child's condition and the procedure suggested by medical personnel.
 - Leaders will refer to the child's parents for details/preferences of the hospital and doctor.
 - If the child is transported to a hospital, a leader will accompany the child, especially if the parents cannot be located in a timely fashion.

- Teachers and students should return to the children's ministry area as soon as possible.
- An Injury Report should be filled out as soon as possible with as many details as possible, including what actions teachers initially took, the hospital the child was taken to, and who was notified of the incident. Please follow the procedures in Pillar DC's Incident Prevention and Reporting Policy.
- If not already done so, notify the Elders, who will immediately report the medical incident to the church insurance company.

Fires or Other Emergencies

- Refer to Pillar DC's Emergency Action Plan for additional information and guidance.
 - [Pillar Church of DC's Emergency Action Plan](#)
- Line up students by the door and take a headcount.
- Close windows and doors as you leave and take your class attendance.
- Know your exit route. Quietly and calmly lead students out by the proper exit.
- Proceed to the muster point per the church's Emergency Action Plan. The muster point is located at the Small Park at the intersection of C ST SE, South Carolina AVE SE, and 12th St SE.
- Once you are clear of the building, take a head count and attendance.
- Return to the building only after the "All Clear" has been sounded.
- Please do not dismiss any students from outside.
- For the children's safety, parents may NOT get their child/children before the class has left the building.

Suspicious Activity or Suspected Abuse

Individual Responsibility: In order to maintain a safe environment for all children and youth, all persons must be aware of their individual responsibility to report any questionable circumstance, observation, admission, or situation which endangers or threatens children. All questions or concerns of suspected acts of abuse or harassment by a ministry team member should be reported to the Deacon of Childcare or Elders. Should the activity of concern involve a paid church employee, the matter shall be reported to the Elders or outside entities listed in Pillar Church of Washington DC's Incident Prevention & Reporting Policy. Pending the outcome of an investigation, all information pertaining to the alleged incident shall be kept confidential. A mere allegation of improper behavior committed by a ministry team member will not be treated as an actual occurrence pending the completion of the investigation. Pillar Church of Washington DC will take the steps necessary to protect the integrity of the team members involved.

- During services, children are not allowed to wander around the facility. If you see a child, not in an appropriate place, please approach them or contact a church leadership member. Ministry volunteers, church staff, or Elders will take the child to their class or their parent or guardian.
- If you see an adult wandering around the building during service, please ask if you can help them find their way. Otherwise, we do not permit people to wander around the children's classes for security purposes.
- Please see [Pillar Church of DC's Incident Prevention & Reporting Policy](#).
 - If Reporting Abuse.
 - If Responding to the Accuser.
 - If Responding to the Accused.

Appendix A:

Child Abuse Definitions, Symptoms, & Indicators of Abuse



PILLAR CHURCH

OF WASHINGTON DC

Definitions

Authorized Minister: a person who holds ordained ministerial standing or has been commissioned or licensed by a credible licensing agent. An Authorized Minister is one type of minister within the meaning of this policy.

Child abuse is commonly defined as physical injury or death inflicted upon a child by a parent or caretaker (by other than accidental means) neglect or exploitation of a child, sexual abuse or sexual exploitation of a child. Child abuse may occur in the home by a caretaker, in a childcare situation, in an organized ministry, whether at the main facility (church) or away, or in any other setting, including on the street by a person unknown to the child.

Minister: a person authorized by the church to carry out its ministry. Ministers include elected or appointed leaders of the church, employees, and volunteers, as well as Authorized Ministers.

Ministerial Relationship: the relationship between one who carries out the ministry of the church and the one being served by that ministry.

Minor: is any individual under the age of 18 years.

Neglect: Willful or intentional failure to provide for a child's emotional or physical needs: failing to offer guidance and supervision.

Sexual Abuse can be violent or non-violent. It is criminal behavior that involves children in sexual behavior. Child sexual abuse can involve fondling; penetration of the oral, genital, and anal areas; intercourse; and forcible rape. Other forms of abuse can include verbal comments, any exposure to pornographic materials, obscene phone calls, exhibitionism, or allowing children to witness sexual activity.

Sexual Exploitation: sexual activity or contact (not limited to sexual intercourse) in which a Minister engaged in a ministerial relationship with another takes advantage of the vulnerability of the person being served by causing or allowing that person to engage in sexual behavior with the Minister.

Sexual Harassment: repeated or coercive sexual advances toward another person contrary to his or her wishes. It includes behavior directed at another person with the intent of intimidating, humiliating, or embarrassing the other person, or subjecting the person to public discrimination. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made either explicitly or implicitly a term or condition or circumstance of instruction, employment, or participation in any church activity.
- Submission to, or rejection of, such conduct by an individual is used as a basis for evaluation in making personnel or church-related decisions affecting an individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's performance or participation in church activities or creating an intimidating, hostile, or offensive work or church environment.

Prohibited sexual harassment includes unsolicited and unwelcome contact that has sexual overtones, particularly:

- Written contact, such as sexually suggestive or obscene letters, notes, e-mails, or invitations;
- Verbal contact, such as sexually suggestive or obscene comments, threats, slurs, epithets, jokes about gender-specific traits, sexual propositions;
- Physical contact, such as intentional touching, pinching, brushing against another's body, impeding or blocking movement, assault, coercing sexual intercourse; and
- Visual contact, such as leering or staring at another's body, gesturing, displaying sexually suggestive objects or pictures, cartoons, posters, or magazines.

Sexual harassment also includes continuing to express sexual interest after being informed directly that the interest is unwelcome and using sexual behavior to control, influence, or affect the career, salary, work, learning, or worship environment of another. It is impermissible to suggest, threaten, or imply that failure to accept a request for a date or sexual intimacy will affect a person's job prospects, church leadership, or comfortable participation in the life of the church. It is forbidden either to imply or actually withhold support for an appointment, promotion, or change of assignment, to suggest that a poor performance report will be given because a person has declined a personal proposition; or to hint that benefits, such as promotions, favorable performance evaluations, favorable assigned duties or shifts,

recommendations or reclassifications, will be forthcoming in exchange for sexual favors.

Potential Signs and Symptoms of Abuse

Seeing any one of these signs or symptoms does not necessarily mean abuse is occurring, but a combination of general and specific symptoms is an indication that abuse may be occurring.

General:

- Repeated incidents of injury combined with behavioral problems, inconsistent stories, etc. are typical indicators a family may need assistance.
- A child's persistent fear of a teacher, adult worker or relative, may indicate something unhealthy in the relationship.
- Children may talk about being abused. Take what they say and any suspicions you have, seriously.

Specific:

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| <p>Physical</p> | <ul style="list-style-type: none"> ● unexplained bruises, welts, broken bones ● cuts or scrapes, burns, missing hair ● injuries or redness around the genitals ● injuries at different stages of healing ● injury or medical condition that hasn't been properly treated ● bodily complaints related to stress-stomach aches, headaches, vomiting without cause ● suicidal gestures or self mutilation ● substance abuse or eating disorders ● appearance may be one of poor grooming and dirty, clothing may be in poor condition or not suited to the weather |
| <p>Child's Behavior</p> | <ul style="list-style-type: none"> ● aggressive or withdrawn behavior- especially as a shift in personality ● unusual fears (of certain people, going home, etc.) ● craving for attention ● running away ● fatigue without physical cause and/or depression ● lack of concentration, school problems- misbehavior ● hunger, begging for food, stealing ● frequent tardiness or absence from school ● unusual knowledge of sex, explicit language, inappropriate behavior with peers, ● knowledge beyond developmental age ● regression to earlier behaviors such as thumb sucking, bed wetting, etc. ● afraid to be alone with certain people or "clingy" with other people ● pseudo-mature behavior |

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| Adult's behavior | <ul style="list-style-type: none">● harsh punishment of child in public● refer to the child as "difficult", "different" or "bad"● seem unconcerned about the child● give conflicting stories about injuries● become defensive when asked about the child's health● presence of family stressors - loss of job, financial difficulties, marital problems● family history of violence or substance abuse● parents who were physically or sexually abused as children● families in which children or women are seen as possessions; male authoritarian and rigid households; also strongly religious homes in combination with these factors |
|-------------------------|---|