

Parents and Guardians,

With a new school year and a new year of CrossFire upon us we have already had an incident connected with bullying occur here at the church.

I wanted to notify both you and our students about several policies we have here with CrossFire that are not new but will, once again, be communicated to your students to keep CrossFire a safe place for everyone.

- 1) **Bullying is not consistent with the Christ-like character we expect.** We talk often in CrossFire about Christ's command to "Love others as you love yourself". Teasing, bullying, picking on others and hazing have no place in our ministry. Any students subjecting others to bullying behaviors will contact parents and be sent home. Repeated incidents may be cause for suspension of students from CrossFire for a period of time to be determined by the Youth Minister.
- 2) **Threats of any kind will not be tolerated.** Our Youth Ministry is a safe place for everyone. We have no desire to expose anyone to harm. Students who threaten others, whether they intend to follow through on threats or not, will be suspended from CrossFire immediately for a period of time to be determined by the Youth Minister. Students suspended for threats made against other students will not be allowed to return to CrossFire until parents or guardians have scheduled a follow-up meeting with the Youth Minister after the suspension period is complete.
- 3) **Students should always involve adult counselors in any altercation.** We provide adult volunteers throughout the afternoon who are background checked and have a desire to spend time with our students and teach them about following Jesus. When situations arise that have a negative impact on our students we want our adults to be involved. All students should notify an adult immediately if they witness bullying or threatening behaviors. Our adults will strive to correct the behavior and continue to provide a safe space for all involved.

Please note that we have no desire to limit student's exposure to Christ through our ministry. We want every student who wants to worship with us to be here. Any time we suspend a student we do so with regret and pray the time will precipitate a change that will allow students to rejoin us with a better attitude.

In addition, if you are aware of an incident please contact me so we can take proper action. Students may be willing to share something with you that they are not sharing with our adults. The sooner we know about the incidents the sooner we can respond.

We ask for your assistance in communicating these policies to your students.

As always, if you have questions or concerns please feel free to contact me.

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