RC Activities Policy on Verbal Interaction, Social Media, and Transportation

SAFE ENVIRONMENT

REGNUM CHRISTI

Verbal Interaction

- Volunteers and personnel are prohibited from speaking to minors in a way that is or could be construed by any observer as harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning, or humiliating.
- Examples of inappropriate verbal interactions:
  - Name-calling, cursing, shameful or derogatory remarks, telling secrets, and any discussions/jokes involving or alluding to sexual content
- Examples of appropriate verbal interactions:
  - Positive reinforcement, light-hearted jokes, encouragement, and praise
  - Compliments are an acceptable way of praising a minor. Keep in mind that compliments should not draw attention to physical appearance. Compliments are most effective when they celebrate an individual's efforts, skills, talents, and gifts.

Social Media

- Typically, all communication should be done through group messaging and/or organizational platforms.
  - Electronic communication between volunteers/staff and minors via personal social media websites and apps are prohibited.
- Individual messaging is not encouraged and is strictly prohibited with those 14 years of age and younger.
  - If phone calls, emails, and text messages with an individual 15, 16, or 17 years old are necessary, written permission must first be obtained from the parent/guardian. Refer to the official form with RC Activities.
  - When messaging minors, keep in mind the time of day (no communication after 9:00pm), appropriate language, tone, etc.
  - Offer parents/guardians the option to be included in all individual messaging.

Transportation

- Transportation to and from an event is the parent or guardian's responsibility. RC Activities does not cover transportation to an event.
- When transporting groups of minors during an event is necessary, public, commercial, or contracted options are best as they are low-risk/liability. The use of 15-passenger vans is strictly prohibited, even commercially, contracted, or borrowed.
- Using rental or privately owned vehicles poses the most risk/liability and must only be used as a last resort option. Volunteer drivers must be at least 25 years old, hold a valid US Driver's License, and complete the RC Activities Volunteer Driver Process to be considered as a driver. All adults must have completed the RC Activities Volunteer Driver Process as well. Contact the Mission Support Office for support if volunteer drivers are requested.
- When transporting minors for short distances during an event, there should be at least one adult and two or more minors in the vehicle.
- In the case of an emergency, a volunteer may need to drive alone with a minor to access medical care. If this occurs, please document the situation and inform your direct supervisor and the Safe Environment office as soon as possible.

How to Intervene

Everyone should be aware of their surroundings, be able to identify red flags and respond appropriately.

- Interrupt the Action.
- Explain what you saw that you found concerning.
- Remind them of the policy.
- Suggest an alternative way to interact/behave.
- Report observations to your direct supervisor (Complete and submit an Incident Report).
- Be vigilant in monitoring the situation and report again if necessary.

Always remember to check with your local diocese's safe environment policies and follow the most strict guidelines.

References

RC Activities Safe Environment Program Policies and Procedures

Verbal Interaction
- Page 14

Social Media
- Page 18

Transportation
- Pages 26-30

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