



Summary of Student Safety Policies

Providence Christian School takes seriously its responsibility for the health, safety, education, and welfare of our students. We provide extensive training, preparation, and oversight for all our employees so that those supervising your child are well-versed in the best policies and practices that ensure the safety and welfare of our students. Below is a summary of the School's safety policies and procedures:

The Safety Team, led by the facilities department, is responsible for monitoring school safety and security programs and procedures and for taking corrective action when necessary. Anyone who notices unsafe conditions or potential hazards should contact the Safety Team or the Headmaster immediately.

General Safety Policies

- All parents, guests, contractors, and other campus visitors must present a valid driver's license at the front desk before entering the building when classes are in session.
- Providence has a zero-tolerance sexual abuse and molestation policy and has adopted mandatory procedures for employees, volunteers, board members, students, or others to follow when they learn of or witness sexual abuse or molestation. Concerns about policy violations from a parent, faculty, staff, or student will be taken seriously and handled with compassion, care, and confidence. Anyone reasonably suspected or believed to have committed sexual abuse or molestation will be appropriately disciplined, which will likely include termination of employment with Providence as well as criminal and/or civil prosecution.
- Providence prohibits anyone without prior consent from the Headmaster from possessing or carrying weapons of any kind on his or her person, in school buildings, on athletic fields, in school vehicles, at any school function (on or off campus), on field trips or contests, or school business. Police officers, security guards, and other individuals who have been given consent by the School to carry a weapon on the property will be allowed to do so.
- Any visitor who makes threats, exhibits threatening behavior, or engages in violent acts on school premises shall be removed from the premises as quickly as safety permits and shall remain off school premises pending the outcome of an investigation.
- Threats, threatening and abusive behavior, or acts of violence against employees, students, parents, visitors, or other individuals in the Providence community will not be tolerated. A threat includes any verbal threat, physical harassment or abuse, any attempt at intimidating or instilling fear in others, menacing gestures, flashing of weapons, stalking, or any other hostile, aggressive, injurious, or destructive action undertaken for the purpose of domination or intimidation. Violations of this policy will lead to disciplinary action, up to and including termination, and/or referral to appropriate law enforcement agencies for arrest and prosecution.

Employee Safety Policies

- Students will be assigned to faculty or other responsible adults and must be supervised at all times.
- All final candidates for employment at Providence are subject to a criminal background check and a thorough review of all social media accounts. A personal history of criminal activities or charges of abuse or neglect would disqualify a candidate from any position at Providence. Periodic follow-up background checks are also conducted as part of continuing employment.
- All Providence faculty, staff, and administration are required to complete the Ministry Safe training every 24 months and comply with the guidelines set forth in the training. New employees complete the online Abuse Prevention training video and quiz before their work begins.
- All faculty, administrators, volunteers, and staff share the responsibility of the prevention and mandatory reporting of suspected child abuse and sexual molestation in compliance with the laws of the State of Texas.
- All employees are required to adhere to the following preventative policies:
 - Avoid occasions of being alone with a child on campus and be suspicious of anyone who is alone with a child in a compromising situation. Whenever possible, have another teacher or adult present or be in an open classroom or public area.
 - Never be alone with a child off campus. Monitor volunteers and visitors to ensure they are never alone with a child.
 - Report any known misconduct or questionable behavior on the part of fellow employees, volunteers, visitors, and students.
 - Do not touch a child unless it is for a clear educational purpose.
 - At least two chaperones (preferably a male and a female) should accompany school students on trips away from school.
 - Employees are prohibited from texting, direct messaging, “friending,” and/or accepting friend requests from current students and from posting anything on a student's social site unless the employee is the student's parent or guardian.
- The School strictly prohibits consensual sexual relationships between an employee or volunteer and any Providence student.
- Weather emergency drills, security drills, and fire drills are held throughout the year as required by law. Faculty may or may not have advance notice of a fire or other drill and should respond to any fire alarm or safety drill as if it were an actual emergency. Faculty is responsible for knowing and teaching their students the fire evacuation plan during the first week of classes.