

Schedule "C" to SAFE CHURCH POLICY of MARANATHA CHRISTIAN REFORMED  
CHURCH (MCRC) EDMONTON

**DISCIPLINE POLICY**

All discipline is carried out in love, not anger.  
The goal of discipline is changed behaviour, not vengeance

**Purpose:**

The purpose of the Discipline Policy is to:

- 1) Define the standard of acceptable discipline within MCRC;
- 2) Provide clear guidelines about how and when to administer discipline in child and youth programs sponsored by MCRC;
- 3) Reduce the risk and incidence of minors being subjected to abusive discipline;
- 4) Reduce the risk of volunteers or staff persons being accused of using abusive discipline.

**General Provisions:**

- 1) Appropriate forms of discipline are to be reviewed with volunteers or staff before the church programs begin a new season. Periodic reminders are to be given as needed.
- 2) Corporal punishment (i.e. slapping, hitting, pushing) and abusive verbal discipline (i.e. yelling or demeaning, humiliating comments, bribery, threats, or refusing to speak to a child) are strictly prohibited.
- 3) Whenever possible, Volunteers should try to avoid having to discipline a child/youth by choosing one or more of the following options:
  - a) distract the child/youth with another activity.
  - b) help the child/youth focus on another more acceptable behavior.
  - b) isolate the child/youth if another volunteer or staff member is available to assist.
- 4) Children are to be reminded of the kind of behavior that is acceptable for the setting. Expectations for behavior – and therefore discipline- should reflect the appropriate age and level of comprehension of each child.
- 5) When children are unresponsive to limit setting and frustration is occurring, the Volunteer should get help from other available staff, volunteers or leaders. If misbehavior continues and all available options have not had positive results, the parents of the child involved should be notified to come and remove the child from the program.
- 6) If a Volunteer has concerns about a child's behaviour and/or about the appropriate response to a child's behaviour, they should be discussed with the Program Leader who may then discuss the matter with the parents
- 7) Parent(s) are to be informed and involved whenever a child or youth misbehaves beyond minor correction or if a pattern of misbehavior continues.
- 8) Whenever possible, necessary incidents of major discipline should be logged by the Program Leader and discussed with the parents.
- 9) When misbehavior is an ongoing problem, the child who is misbehaving must be removed from the particular program until he/she is able to control his/her behavior unless the parent is willing to accompany the child to the program.
- 10) When nothing seems to be working, Volunteers should get help before "losing their cool".
- 11) All programs will keep a record book of injuries. Any other suspicious marks or bruises should be recorded in the same book. The Program Leader will keep the book. Each Volunteer should have access to loose sheets to record these incidents. They must be given as soon as possible to the Program Leader.
- 12) It is required by law to report any suspected abusive discipline to your immediate supervisor, or if such supervisor is suspected as the abuser, to a member of Council Executive. Please refer to the Safe Church Policy for further guidance in such instances.