

Zero Tolerance for Gender/Sexuality and or other Safety Events.
 A single occurrence of unsafe behavior leads to removal from all activities

Phase	Incident Occurs Safety Event related to Gender/Sexuality	Step 1 Reconciliation	Step 2 Supervised Participation	Step 3 Participatory Activities Allowed	Step 4 Leadership Activities Allowed	Final Step Complete re-integration
Activities Allowed	NO ACTIVITIES Escorted off Campus	NO ACTIVITIES Presence on Campus must be supervised by parent	Participatory activities where directly accompanied by parents (when possible) allowed.	Participatory activities without Parent, but where other adults are present.	Independent Participatory activities and Leadership activities.	Independent Participatory activities, Leadership activities, and Independent Volunteering
Activities NOT Allowed	Removal from ALL activities and campus unless 100% supervised by parent	No Participatory activities, Leadership activities, or Independent volunteering	No Leadership activities or Independent volunteering (usher, greeter, Choir, etc)	No Leadership activities or Independent volunteering (usher, greeter, Choir, etc)	No independent volunteering (usher, greeter, Choir, etc) allowed	
Criteria to Move to Next Phase	Meeting with Student and Parents	Apologies to those affected	Parents determine when they think student is ready. Inform Holy Redeemer in writing	Staff determines when next level can be achieved. Verified with parents.	Staff determines when next level can be achieved, ministry lead consulted. Verified with parents.	