

STATEMENT OF FAITH

- A. We believe that the Bible is inspired and inerrant, that all 66 books of the Old and New Testament are God's complete written revelation to mankind, the only infallible authority in all matters of faith and practice.
- B. We believe in one triune God, eternally existent in three Persons: Father, Son, and Holy Spirit, the same in substance and equal in power and glory.
- C. We believe in the complete humanity and deity of our Lord Jesus Christ, in His virgin birth, sinless life, miracles, vicarious and atoning death through His shed blood, bodily resurrection, ascension to the right hand of the Father, and future personal return in power and glory.
- D. We believe that the Holy Spirit indwells and empowers all believers and enables them to live a godly life.
- E. We believe that through Adam's sin all have inherited a sinful nature and therefore all choose to sin. All are thus sinners and deserving of death.
- F. We believe that salvation of lost and sinful man is only by the grace of God through personal faith in the Lord Jesus Christ alone, accomplished through regeneration by the Holy Spirit.
- G. We believe that our sins block our fellowship with God. As we confess those sins, God forgives us and our fellowship is restored.
- H. We believe in the resurrection of the body, the judgment of the world by our Lord Jesus Christ, the eternal blessedness of the saved, and the eternal punishment of the lost.
- I. We believe that saving faith in Jesus Christ unites all Christians as members of the body of Christ. Such a position brings both privileges and responsibilities before God and toward one another in the Christian life.

Board Policy Manual (Section 1.01)

CHILD PROTECTION POLICY

All Faith Academy adults are responsible not only to adhere personally to the standards of this policy, but also to protect potential and actual victims from abuse. All Faith Academy activities and personnel are responsible to follow these procedures for the discovery and report of violations. See Board Policy section 6.05 for full policy statement.

- A. Plans for Prevention
Faith Academy will actively work to see that the following steps are taken in regard to staff:
 - 1. Careful screening and selection of staff members and employees applying to serve at Faith Academy.
 - 2. Orientation and required reading on prevention of child sexual abuse will be provided.
 - 3. Required signing of this statement of policy, which will be kept on file.
 - 4. Specific reporting policy on "discovery" of situations.
 - 5. A specific plan for reporting and investigation will be used for all involved.
- B. Faith Academy will maintain strict guidelines for its staff members, students, and employees in order to reduce the risk of potential child abuse situations. These guidelines include:
 - 1. A teacher, boarding parent, staff member or employee should only be alone with a child in a situation, which is open to public view.
 - 2. Parents or guardians must be informed of any extra planned activities in the schedule or any interaction outside of school hours.

3. Faculty or staff on duty is responsible to have first aid training and know who to call in cases of medical emergency.
 4. Faculty and staff will promote an atmosphere where children and young people know which adults to approach if they have any concerns about any aspect of safety.
 5. Workers who experience temptation, or feel they have been placed in overstressful situations know that they can ask for help.
 6. Guardianship: The school requires that parents will sign a parent release form indicating their commitment to care for their students attending Faith Academy during times of their absence by the appointment of a guardian who has written permission to act on their behalf. Parents will also be asked to notify the school of dates of their absence and provide the name of their guardian for emergency contact purposes. If parents show consistent failure, refusal or inability to abide by the conditions in this document, then Faith Academy may consider the termination of their child's admission status.
 7. Admission of students not residing with parents: All students who are not living in the boarding homes are expected to live with their parents in Metro Manila. Elementary students will not be admitted if parents are living away from Metro Manila. Guest students and alumni students must identify a temporary legal guardian as part of the application/approval process.
- C. Discovery
1. Any adult receiving a report, witnessing, or having reason to suspect child abuse must report it to a supervisor without delay. If the immediate supervisor is implicated, or if the case warrants special handling, the report should go to a person of greater authority.
 2. Anyone who receives a report or allegation of child abuse by a child or an adult must treat the reporter with an attitude of "respect and belief." Even if there is reason to doubt a report, the person receiving the report must communicate the information accurately, completely, and immediately to his supervisor.
- D. Reporting
1. All reports of allegations or discovery of abuse must be made to the Superintendent, Chairman of the Board within 24 hours and documented in writing by them.
 2. Reports should include the following information:
 - a. Name of person reporting
 - b. Alleged victim's name and parent's name(s)
 - c. Alleged perpetrator's name
 - d. How the information was obtained
 - e. Details of what was reported or suspected (dates, times, places, specifics of what happened)
 - f. Use quotes of the spoken words as much as possible.
 - g. Date
 - h. Who has been contacted and when
 4. During this reporting process care must be exercised to protect both the victim and the alleged perpetrator by restricting information access to those who need and have the authority to know.
- E. Investigation
1. The Superintendent will appoint an investigation team that may include the member's mission staff, supervisor, a Board member and a school counselor to assure an objective inquiry. The team should include at least one man and one woman.
 2. The investigation team will immediately look into all allegations, reports, acts, and/or suspicions in consultation with the Superintendent.
 3. The investigation team will submit its findings to the Superintendent.
 4. The Superintendent, in consultation with the Chairman of the Board and legal counsel, will decide what information needs to be submitted to appropriate authorities.
 5. Directors of missions involved will be notified by the Superintendent.

(Adopted 1999)