



At One Collective, we want you to be able to fully participate in the transformation that God is doing around the world. How exciting!

To best serve you, our field communities, and the vulnerable we come alongside, we ask that you complete our screening process to increase the safety and security of all involved.

Please follow the instructions below for the situation that best describes you. Team leaders, please see the special instructions at the end of the document.

If you have any questions, please contact Global Engagement at stteams@onecollective.org or 847-429-0900.

As of today's date, I am...

- Age 18 or older - See Section 1.
- Between the ages of 13-17 - See Section 2.
- A non-US citizen over the age of 13 - See Section 3.

Section 1: Age 18 or Older

Each short-term team member who is currently age 18 or older is required to complete a background check.

The cost for the background check will be paid by the individual* and is a prerequisite for going on a short-term team with One Collective.

Background checks should be completed before flights are purchased as trip participation is conditional upon approval of the background check results. One Collective will not be held responsible for any costs involved in the purchasing and cancellation of tickets if done so before background results have been reviewed.

To help you complete the background check process, we recommend you use Protect My Ministry (PMM), a trusted leader in the industry. To complete the background check through Protect My Ministry, please click the link and follow the instructions: www.ministryopportunities.org/OneCollective

Protect My Ministry will automatically send your results to you. One Collective does not financially benefit in any way from your use of PMM's service.

You may use an alternative background check service or if you already have a background check that is valid within 24 months prior to the departure date, you may submit that as well. Your background check should entail SSN verification, National Criminal Database Search and National Sex Offender Search.

*Costs are standard for all states but some states may require an additional cost for the county search due to state policy.

Please ensure we receive your results within 10 days of receipt of this offer. If your team is utilizing a One Collective team management account (also called the Profile site), please upload your results. Here is a link to the Profile site: <https://profile.onecollective.org/users/login>

Once we review your results, you will then be informed of your next steps in the short-term team process either by One Collective or your team leader. Your results will not be shared with your team leader or the field community.

Background checks completed through One Collective (PMM) are good for 2 years. Please inform us if you previously completed a background check within this window.

Section 2: Between the age of 13-17

When background checks are not available or effective, we utilize a form to help us confirm that our short-term teams comply with our best practices for service. Each short-term team member who is currently between the ages of 13-17 is required to complete a Criminal History Verification form.

If your team is utilizing a One Collective team management account (also called the Profile site), please upload the completed document. Here is a quick link to do so:

<https://profile.onecollective.org/users/login>

If not using a team management account, please promptly return the completed form to your team leader.

Section 3: A non-US citizen over the age of 13

Each short-term team member who is over the age of 13 and a non-US citizen or a US citizen without a valid social security number is required to complete a Criminal History Verification form.

If your team is utilizing a One Collective team management account (also called the Profile site), please upload your results. Here is a quick link to do so: <https://profile.onecollective.org/users/login>

If not using a team management account, please promptly return the completed form to your team leader.

Team Leaders:

If your team is not utilizing a One Collective team management account, please collect all of your team's forms before sending them to us.

Please scan and email all signed Criminal Verification Forms together to stteams@iteams.org and include a note in your email that clearly states (1) the name of your group/organization and (2) the community/location you are visiting.

Short-Term Team Members Code of Conduct concerning Abuse

One Collective seeks to be a holistic, healthy organization, following the ways of Jesus. Nevertheless, we are aware that faith-based organizations are, sadly, far from immune to allegations of abuse. In recent history, one of the most painful parts of this for victims has been an ineffective response from their organization, and even extensive cover-up of abusive situations. No matter what our role in the organization is, we are all responsible to be vigilant about potential abuse.

If you have experienced abuse, or suspect it, team members are required to report it immediately to their Team Leader or the local Catalyst. Protecting an abuser can lead to continued abuse and suffering for other victims. It is not appropriate for team members to try to investigate abuse themselves. In order to protect possible victims, team members are asked not to discuss the situation with other team members not directly affected, with their home church, with local police if outside the US, or publicly in any way, until a process with One Collective leadership has been established.

Although people are potentially subject to abuse at any age, children are inherently vulnerable to abuse, and need particular protection. Child abuse is the ill treatment of a child under the age of 18 by a parent, caretaker, someone living in their home or anyone who works with or around children in the context of a relationship of responsibility, trust, or power. Abuse of a child is any action (or lack of action), besides an accident, that causes injury or endangers or impairs a child's physical, mental, emotional, or spiritual health and development. Child abuse includes: sexual abuse, physical abuse, emotional abuse, spiritual abuse, and physical neglect.

In order to ensure that your interactions with children under the age of 18 remain appropriate, please be mindful of your looks, words and actions, especially with regard to affectionate touch. Avoid being alone with a child. Look to your local guide as to what is culturally appropriate in terms of hugging, compliments, or even making eye-contact.

If an allegation of abuse (of either an adult or a child) concerning a team member is made, they will be removed from ministry activities, and an investigation will be made. They will likely be repatriated immediately. US law concerning abuse extends to US citizens and permanent residents abroad. Any suspected abusive activity will be reported to the Illinois authorities, as well as to the authorities in the team members' home state. Legal requirements extend to the obligation to report abuse immediately when it is suspected.

Dating Relationships

Team members are not permitted to engage in flirtation or dating relationships with local individuals they meet of any age.

Conclusion

All One Collective workers, including short-term team members, are required to be vigilant concerning abuse, to actively seek to prevent abuse, and to report it immediately to their Catalyst or Regional Security Officer if they experience or suspect abuse. If a team member is suspected of abuse, they will be removed from ministry activities, and there will be an investigation. Although we hope and pray that we never experience abuse in our teams, we need to face up to these realities to ensure that we protect victims, and potential victims, do justice for victims, bring the accused to justice, and protect our organization.

Thank you to all for your willingness to be active listeners and learners as we join with the oppressed!