

Appendix A

The Application Process

Each staff/volunteer file needs to have a current application. A thorough application provides the employer/supervisor with a number of important items, including but not limited to:

- Letter of intent or cover letter
- Resume
- Personal Information
- Employment Information
- Education and Training
- Criminal Background Information; and
- Release of Liability for references and a more thorough background check

Appendix B

(Sample) Staff/Volunteer Employment Application

Position applying for: _____

Please attach to this application:

- A cover letter, which addresses the following: what interests you about the position for which you are applying, and what life experiences has prepared you for this position.
- Resume, which includes the following: complete education, employment history for the past 10 years and volunteer work history.

Personal Information

First Name (Full Legal Name) Middle Name Last Name

Permanent Address City State Zip

Present Address City State Zip

Preferred Phone (Home/Cell) E-mail

Religious Denomination Home Parish

Work Phone Best time to contact you Which number/

Social Security Number Driver's License/State

Prior Addresses

List all addresses where you have lived during the past seven years, listing as much of the following information as possible (attach a separate sheet if necessary):

1. _____
Street Address City County State Country Dates

2. _____
Street Address City County State Country Dates

3. _____
Street Address City County State Country Dates

Employment Information

Date you can start: _____ Are you currently employed? _____
If you are currently employed, may we contact your present employer? _____

Have you ever applied for or been employed by this organization before? _____
If yes, please provide the dates of your previous employment: _____
Please indicate the position you held: _____

Are you legally eligible to work in this country? (i.e., if you are not a U.S. Citizen, do you have the necessary documentation to complete an I9 form)[Yes [No

Employment History

Please provide the following information for each of your employers for the past ten years (that is not otherwise listed on a resume, if you are submitting one with your application).

Company name: _____
Address: _____ City: _____ State: _____
Immediate supervisor name: _____ Tel: _____
Position held: _____ Dates: _____
Reason for leaving position: _____

Company name: _____
Address: _____ City: _____ State: _____
Immediate supervisor name: _____ Tel: _____
Position held: _____ Dates: _____
Reason for leaving position: _____

Company name: _____
Address: _____ City: _____ State: _____
Immediate supervisor name: _____ Tel: _____
Position held: _____ Dates: _____
Reason for leaving position: _____

Education and Training

High School graduate or General Education Development test passed? _____ If no, circle the highest grade you have completed: 1 2 3 4 5 6 7 8 9 10 11 12

Colleges, Vocational or Technical Schools, Seminars, Type of Degree or Certificate

Please describe any degrees, specialized education, certifications, or other trainings that specifically relate to the position for which you are applying:

References:

For reference purposes, please list three people who you know well (not relatives), that you will be asking to fill out and return a reference form for you.

	(Name)	(Address)	(Phone)	(Email)
1.	_____	_____	_____	_____
2.	_____	_____	_____	_____
3.	_____	_____	_____	_____

Background Information

Have you been convicted of a felony or served time in prison during the last seven years?
[] Yes [] No. If yes, explain each conviction on an attached sheet and include (1) Date, (2) Charge, (3) Place, (4) Action Taken. (Conviction is not an automatic bar to employment. Each case is considered separately).

Have you ever been accused of physically, sexually or emotionally abusing a child or an adult?
[] Yes [] No. If yes, please explain on a separate sheet of paper.

Please list any other names you have ever used or been known by, including previous married names or changes of name or any other aliases used for any purpose:

Please list any web sites, blogs, domains, social media profiles belonging to you that are accessible to the public:

AUTHORIZATION AND RELEASE

To the best of my knowledge, the information contained in this application is complete and accurate. I understand that providing false information is grounds for not hiring me, or choosing me for a volunteer position, or for my discharge if I have already been hired or chosen.

I authorize The Episcopal Diocese of Dallas to investigate any of the information listed on my application for employment as well as my driving record through the Department of Transportation. Furthermore, I authorize The Episcopal Diocese of Dallas, any current or former employer, any current or former employees, or any person used as a reference to disclose any and all information or opinions about me and release them from liability for any disclosure they may make.

Further, I understand that The Episcopal Diocese of Dallas may search publicly accessible internet sites for content which may be considered inappropriate for potential staff of The Episcopal Diocese of Dallas.

I understand that misrepresentation or omission of the facts requested may be cause for dismissal.

I understand and agree that a background investigation may be conducted with respect to me, and that the information I have provided herein may be verified by contacting persons and organizations with whom I have had contact or which may have information concerning me. I agree to release from liability The Episcopal Diocese of Dallas and its agent(s) who conduct and participate in any such review and those individuals, organizations and their agent(s) who provide information about me during this review, only to the extent that such information is released without malicious intent. All materials pertaining to the background check shall be the property of The Episcopal Diocese of Dallas. I authorize all such persons to treat a photocopy of this Authorization as though it were an original, executed Authorization.

I HAVE READ AND I UNDERSTAND THIS AUTHORIZATION AND RELEASE, AND FURTHER REPRESENT THAT I HAVE SIGNED IT VOLUNTARILY.

Date: _____ Signature: _____

I authorize any person or organization, whether or not identified in this application, to provide any information concerning my previous employment, education, credit history, driving record, criminal conviction record, sexual offender registry or other qualifications for my employment or volunteering. I also authorize The Episcopal Diocese of Dallas and any of its designees, specific to this application to request and receive such information.

If hired or chose, I agree to be bound by the policies and procedures of The Episcopal Diocese of Dallas, including but not limited to the *Policies for Safeguarding God's People*. I understand that these may be changed, withdrawn, added to or interpreted at any time at the sole discretion of The Episcopal Diocese of Dallas and without prior notice to me.

I also understand that my employment or volunteering may be terminated, or any offer or acceptance of employment or volunteering withdrawn, at any time, with or without cause, and with or without prior notice at the option of my supervisor or myself.

Nothing contained in this application or in any pre-employment or pre-volunteering communication is intended to or creates a contract between myself and The Episcopal Diocese of Dallas, any of its ministries, or congregations for employment, volunteering or the providing of any benefit.

I have read and understand the above provisions.

Signature: _____ Date: _____

Appendix C

(Sample) Parish Release Form

Acknowledgement, Release, and Signature for Inclusion in Application.

To the best of my knowledge, the information contained in this Application is complete and accurate. I understand that providing false information is grounds for not hiring me, or choosing me for a volunteer position, or for my discharge if I have already been hired or chosen. I authorize any person or organization, whether or not identified in this application, to provide any information concerning my previous employment, education, credit history, driving record, criminal conviction record, sexual offender registry or other qualifications for my employment or volunteering.

I also authorize _____ [referred to herein as "the Parish"] to request and receive such information.

If hired or chose, I agree to be bound by the policies and procedure of the Parish, including but not limited to the its *Policies for Safeguarding God's People*. I understand that these may be changed, withdrawn, added to or interpreted at any time at the sole discretion of the Parish, and without any notice to me.

I also understand that my employment or volunteering may be terminated, or any offer or acceptance of employment or volunteering withdrawn, at any time, with or without cause, and with or without prior notice at the option of the Parish or myself.

Nothing contained in this application or in any pre-employment or pre-volunteering communication is intended to or creates a contract between myself and the Parish for employment, volunteering or providing any benefit.

I have read and understand the above provisions.

Signature: _____ Date: _____

Appendix D

Questions for the Interview

The Interview

When interviewing an applicant for a paid or volunteer position, it is important to craft the interview questions specifically to the ministry or ministries in which the applicant may be asked to participate. Below are sample questions that can be used to carefully tailor questions to specific ministries.

Generally, it is recommended that more than one person participate in the interview, and that notes are taken and kept in the applicant's file.

Sample Questions

- Do you know of any reason why someone might consider you unsuitable for this position?
- Do you believe you are suited for this position? If so, why?
- Please tell me about the last time a member of your (congregation, youth group, office staff, etc.) demanded too much of your time. How did you handle that?
- Please give an example of a time in your work or volunteer history when you thought the policies were too rigid. How did you handle that?
- Please describe a time when you felt a special bond or friendship between yourself and a member of your (congregation, youth group, office staff, etc.).
- Please give an example of a "boundary violation." Has that ever happened to you? Has anyone ever said you violated a boundary of some sort?
- Have you ever been charged (formally or informally) with any ethics violations, sexual exploitation, sexual abuse or sexual harassment?
- Has disciplinary action of any sort ever been taken against you by a licensing board, professional association, ecclesiastical body or educational or training institution? Have there been complaints against you that did not result in discipline? Are there complaints pending against you before any of the above-named bodies? If yes, please explain.
- Have you ever been asked to resign or been terminated by a training program or employer? If yes, please explain.
- Have you ever been sued for any reason? And if so - -what was it? Will you provide us with copies of the pleadings?
- Has anyone ever accused you of any kind of misconduct? Was there an investigation? What was the result of that accusation?
- Are you now or have you ever been involved in the production, sale, or distribution of pornographic materials? If yes, please explain.
- Have you ever had a restraining order, injunction, protective order or the like issued against you? Have you ever had your parental rights restricted, suspended or terminated? Have any of your children ever been in foster care? Have you ever been the subject of an investigation by Child Protective Services? Have you ever been accused of family violence? If so, please explain.

Appendix E

Questions for References

References:

Checking references is an important part of the due diligence that should be done for all applicants. Each file should have a record of references as outlined in the Safeguarding Policies. Questions should be asked to assist in identifying any behaviors that may be cause for concern, as well as identifying any additional information that needs to be gathered.

Sample Questions:

- Please give an example of how (the Applicant) maintains good boundaries with adults.
- Have you ever heard (the Applicant) tell a joke or say something that made you or others uncomfortable?
- Would you be comfortable referring a friend of yours to (the Applicant) for (child care/counseling/supervising youth)?
- The position for which (the Applicant) has applied requires that s/he be able to work closely with people whose lives may be in turmoil and who may not have good judgment at that point in time. Can you think of any reason that (the Applicant) should not be allowed to do this work?

Appendix F

(Sample) Confidential Personal Reference Form

Applicant Name: _____

Applicant Job Title: _____

To be completed by the Applicant and given to the Reference.

Dear _____

I have applied for [] employment [] volunteer position with The Episcopal Diocese of Dallas for the following position: _____.

I hereby authorize the release of information requested below concerning my employment or volunteer work with your organization. I hereby release the parties involved from any liability that may be associated with responding to the requested information.

Signature of Applicant

Date

Printed legal name of Applicant

To be filled out by Employer or Volunteer Supervisor.

Please answer all questions about the Applicant honestly and accurately.

Dates Applicant was with Your Organization: From _____ to _____

Position Applicant Held with Your Organization: _____

Nature of work, specific duties and responsibilities: _____

Reason for leaving employment: _____

If Applicant was dismissed, please provide an additional statement regarding dismissal.

Please check which box accurately applies to the Applicant.

	Excellent	Good	Satisfactory	Below Average	Poor
General Conduct					
Work Performance					
Attitude to Work					
Initiative					
Ability to Work with Others					
Reliability/Attendance:					
Job Knowledge:					

Would you re-hire the Applicant, or continue to use him/her as a volunteer? _____

If no, why not: _____

1. Are you aware of any problems that would limit the Applicant's ability to fulfill this obligation?

2. Are you aware of any problems or concerns that should limit or preclude this individual from working with children? _____
3. Would you recommend the Applicant for placement in a church setting? _____

Additional Comments: _____

Signature: _____

Print Name: _____

Date: _____ Telephone No.: _____

Position Held: _____

Company Name: _____

Company Address: _____

Appendix G

(Required) Code of Conduct Forms

All Persons Who Have Pastoral Relationships in the Church must sign the attached Code of Conduct Form. In addition, if the employee/volunteer also works with children or youth, that employee/volunteer needs to sign the Code of Conduct for Working With Children and Youth.

All volunteers/employees who participate in activities within the Diocese MUST sign the attached policies.

THE EPISCOPAL DIOCESE OF DALLAS
CODE OF CONDUCT FOR PERSONS WHO HAVE PASTORAL RELATIONSHIPS

Persons who have pastoral relationships AGREE:

1. That the Church will not tolerate the sexual exploitation of the individuals it serves;
2. Not to sexually exploit, or attempt to sexually exploit, any person they serve or work with on behalf of the Church;
3. To comply with the policies for general conduct with adults as defined in these *Policies for Safeguarding God's People*;
4. To have one-to-one meetings with adults during regularly/publicly scheduled hours and by appointment on church property while others are present in the building or in other appropriate professional settings where they can be observed;
5. To maintain clear and appropriate boundaries and avoid even the appearance of impropriety;
6. To immediately seek advice from the Bishop, a trusted colleague or mental health professional, if he or she has any questions about the propriety of a relationship with whom the he/she has a Pastoral Relationship;
7. To immediately report any inappropriate behaviors, boundary violations or possible policy violations that are observed;
8. To help prevent sexual exploitation of adults by immediately reporting known or suspected sexual exploitation of adults to church leaders and state authorities in accordance with these policies.

Persons who have pastoral relationships ARE PROHIBITED FROM:

1. Dating or becoming romantically involved with those with whom they have a Pastoral Relationship as long as the Pastoral Relationship continues;
2. Having sexual contact with any person with whom he/she has a Pastoral Relationship;
3. Possessing any sexually oriented materials (magazines, cards, videos, films, clothing, digital content, etc.) on church property, or using such materials in the conduct of their ministry unless the materials are part of a pre-approved educational program or curriculum and are used only for that purpose;
4. Using the Internet to view or download any sexually oriented materials on church property or from having it on church-owned computers, smart phones, tablets, etc., and from bringing such materials onto church property;
5. Discussing their own sexual activities, including dreams and fantasies, or discussing their use of sexually oriented or explicit materials such as pornography, videos, websites, or any other materials from the Internet, with any person with whom they have a Pastoral Relationship.

I ACKNOWLEDGE THAT I HAVE READ, UNDERSTAND, AND WILL ABIDE BY THIS CODE OF CONDUCT.

Signed by: _____

Date: _____

Printed Name: _____

Witnessed by: _____

THE EPISCOPAL DIOCESE OF DALLAS
CODE OF CONDUCT FOR THE PROTECTION OF CHILDREN AND YOUTH

Read and initial each item to signify your agreement to comply with the statement:

___ I agree to do my best to prevent abuse and neglect among children and youth and adults involved in church activities and services;

___ I agree not to spiritually, physical, sexually or emotionally abuse or neglect a child or youth;

___ I agree to comply with the *Policies for Safeguarding God's People*;

___ I agree to comply with the *Guidelines for Appropriate Affection* with children and youth;

___ If I observe any inappropriate behaviors or possible policy violations with children or youth, I agree to immediately report my observations to the supervisor of the program, priest, senior warden, the Diocesan Bishop or the Canon to the Ordinary;

___ I acknowledge my obligation and responsibility to protect children and youth and agree to report known or suspected abuse of children or youth to appropriate leaders and state authorities in accordance with the *Policies for Protecting Children and Youth from Abuse*;

___ I understand that the church will not tolerate abuse of children and youth and I agree to comply in spirit and in action with this position.

I ACKNOWLEDGE THAT I HAVE READ, UNDERSTAND, AND WILL ABIDE BY THIS CODE OF CONDUCT.

Signed by: _____

Date: _____

Printed Name: _____

Witnessed by: _____

Appendix H

Criminal Background & Sex Offender Registry Checks

Comprehensive criminal background checks must be completed for each Applicant at the time of the application. A comprehensive criminal background check includes searching through information available for the locations (city, county, state, and federal districts) where the applicant has resided over the past five years.

Additionally, criminal background searches need to be conducted for all staff/volunteers every three years.

A record of the search results must be maintained as part of the applicant's file.

There are a variety of services available, including:

Oxford Document Management Company, Inc.

www.oxforddoc.com

Publicdata.com

www.publicdata.com

www.Familywatchdog.us

Costs vary according to the service used. The organization reviewing the Applicant (for staff or volunteer) is responsible for the costs associated with the background check.

Texas State Criminal Records and Sex Offenders Registry Information

Texas Department of Public Safety

Crime Records Division

P.O. Box 4143

Austin, TX 78765

[https://records.txdps.state.tx.us/DPS WEB/SorNew/index.aspx](https://records.txdps.state.tx.us/DPS_WEB/SorNew/index.aspx)

Appendix I

GUIDELINES

- Ia Guidelines for Appropriate Affection**
- Ib Guidelines for Social Media**
- Ic Guidelines for Office Décor**
- Id Guidelines for Providing Pastoral Counseling**

GUIDELINES FOR APPROPRIATE AFFECTION

The Episcopal Diocese of Dallas and all of its parishes, missions, schools, agencies, camps and programs are committed to creating and promoting a positive, nurturing environment for our children and youth ministries that protect children and youth from abuse, and also protect our Church Personnel from misunderstandings. When creating safe boundaries for children and youth, it is important to establish what types of affection are appropriate and inappropriate as a community, and not leave that decision to be made on an individual basis. Stating which behaviors are appropriate and inappropriate allows Church Personnel to show positive affection in ministry, and yet identify individuals who are not maintaining safe boundaries with children or youth. These Guidelines are based, in large part, on avoiding behaviors known to be used by child molesters to groom children or youth and their parents for future abuse. The following guidelines are to be carefully followed by all church personnel working around or with children or youth.

Love and affection are part of church life and ministry. There are many ways to demonstrate affection while maintaining positive and safe boundaries with children and youth.

Some POSITIVE and APPROPRIATE forms of affection are listed below:

1. Brief hugs in group settings or open areas (i.e., not private);
2. Pats on the shoulder or back;
3. Handshakes;
4. "High-fives" and hand slapping;
5. Verbal praise;
6. Touching hands, shoulders and arms of children or youth;
7. Arms around shoulders;
8. Holding hands while walking with small children;
9. Sitting beside small children;
10. Kneeling or bending down for hugs with small children;
11. Holding hands during prayer;
12. Pats on the head when culturally appropriate (e.g., this gesture should be avoided in some Asian communities);
13. Meeting at a public setting for a meal or coffee (e.g., youth minister meeting one-on-one with a student at McDonalds or Starbucks).

The following forms of affection are considered INAPPROPRIATE with children and youth in ministry settings. Many of these behaviors are behaviors that child molesters use to groom children or youth and their parents for later molestation, and can constitute an act of abuse:

1. Inappropriate or lengthy hugs;
2. Kisses on the mouth;
3. Holding children over three years old on the lap
4. Touching bottoms, chests or genital areas other than for appropriate diapering or toileting of infants and toddlers;
5. Showing affection in isolated areas such as bedrooms, closets, restrooms, staff only areas or other private rooms;
6. Occupying a bed with a child or youth;

7. Touching knees or legs of children or youth;
8. Wrestling with children or youth;
9. Tickling children or youth;
10. Piggyback rides;
11. Any type of massage given by a child or youth to an adult;
12. Any type of massage given by an adult to a child or youth;
13. Any form of unwanted affection;
14. Comments or compliments (spoken, written or electronic) that relate to physique or body development, e.g. "You sure are developing," or "You look really hot in those jeans";
15. Snapping bras or giving wedgies or similar touch of underwear whether or not it is covered by other clothing;
16. Giving gifts or money to individual children or youth;
17. Private meals with individual children or youth.

GUIDELINES FOR SOCIAL MEDIA WHEN WORKING WITH YOUTH

For many, social networking is the preferred method of communication. In order to protect youth from abuse and staff/volunteers from false allegations, staff and volunteers must adhere to the following guidelines:

1. Communication between youth and staff/volunteers shall be done through the public pages set up by the congregation or the diocese. Staff/volunteers should not initiate any private messaging features, and if contacted via private messaging should alert the youth that he/she is not permitted to communicate via private messaging. This approach allows administrators to monitor communication and ensures that staff and volunteers do not have private (and possibly inappropriate) conversations with youth.
2. Youth shall be informed that staff/volunteers are not permitted to “chat” via instant messaging, or otherwise communicate via the private messaging features of any social media, apps, etc. Youth shall be informed of the proper ways to communicate with staff/volunteers (via public messaging or email accounts hosted and monitored by the congregation or diocese).
3. Staff/volunteers shall not exchange text messages with youth, except through phone numbers for which records are available from the phone company to verify messages sent and received (e.g., Verizon, AT&T, Sprint, etc.). Staff/volunteers shall not exchange text messages with youth through texting apps. Any inappropriate messages received by any youth, whether messages or pictures, shall be reported immediately to the supervisor of the staff/volunteer.
4. Staff/volunteers shall not post any inappropriate pictures/comments online.
5. Staff/volunteers shall not use apps or social media that, as part of the features of that app, instantaneously deletes messaging, such as Snap Chat.

GUIDELINES FOR OFFICE DÉCOR FOR PERSONS WHO HAVE PASTORAL RELATIONSHIPS

The following are recommendations that will help create an environment that provides a confidential and peaceful setting, while allowing appropriate supervision. These guidelines are intended to protect both persons receiving pastoral care, as well as the Persons Who Have Pastoral Relationships from accusations.

Furniture:

Comfortable chairs set at a 45 degree angle from each other create a good area for conversation. Couches and love seats are discouraged, as are chairs that recline. Persons Who Have Pastoral Relationships should not sit on a couch or love seat with parishioners or other visitors.

Artwork:

Artwork should be tasteful, and should not have anything that could be considered offensive to staff, volunteers or other visitors.

Windows:

Windows in walls or doors should be unobstructed by blinds, furniture, curtains, or posters so that the space is always available to casual monitoring. A sense of privacy can be maintained by arranging the furniture so that Persons Who Have Pastoral Relationships are always visible, but the parishioner or visitor does not feel exposed.

Entrances:

Entrances to the space should be accessible to others. If a private entrance is used to accept visitors, staff must be notified when someone has entered through the private entrance.

GUIDELINES FOR PROVIDING PASTORAL COUNSELING

Pastoral care is an important part of ministry. These guidelines are intended to assist the provider of pastoral care from not over-stepping the role from pastoral care to other types of counseling/therapy for which a license is required.

- Sessions should be limited – generally no more than four or five on any particular life issue;
- Don't go outside area of expertise – refer to psychologist, credentialed professional, medical doctor, or licensed mental health professional.

Church staff, including clergy, who work for the church and are separately credentialed and/or licensed as a mental health professional (psychologist, marriage and family therapist, substance abuse counselor, etc.), while functioning on behalf of the church shall:

1. Make it clear to parishioners and individuals seeking pastoral care that he/she is NOT functioning in the role for which he/she is licensed;
2. Individuals who are licensed as a mental health professional and work outside of the church setting must maintain in full force separate professional insurance coverage at all times for any work done outside of the church role. The insurance must have per occurrence limits of at least \$1,000,000 and aggregate limits of at least \$2,000,000, including coverage for Sexual Misconduct, however defined in the policy, with limits of at least \$1,000,000 and name the church as an additional insured. Evidence of the insurance must be provided to the church employer/sponsor annually.

Appendix J

Notice of Concern

To be filled out immediately by the complainant with as much detail as possible. Once completed, please fax to the Bishop's confidential fax line: (214)826-4753.

Individual(s) of concern: _____

Date of occurrence: _____ Time of occurrence: _____

Place of occurrence: _____

Type of concern:

- Inappropriate comments with child, youth or other staff;
 - Inappropriate behavior with child, youth or other staff;
 - Possible risk of abuse;
 - Inappropriate behavior within a Pastoral Relationship;
 - Policy violation with those served in ministry;
 - Risk of inappropriate relationship between adults of unequal power;
 - Other concerns: _____
- _____
- _____
- _____

Specific Information: (attach additional sheets if needed)

Describe the situation: What, where and when it happened, who was involved, who was present, and who was notified? If reported to the State, did they make a recommendation regarding an investigation? _____

Has this situation ever occurred previously? If yes, what action was taken? How was the situation handled, who was involved, who was questioned, were police called?

What is the follow-up plan for the current situation? Does anyone else need to be notified? Will the situation need monitoring? Would you like someone else to call you to discuss this situation?

Contact Information:

Signature: _____

Submitted by: _____

Telephone Number: _____ Email: _____

Address: _____

Date: _____

Diocesan Office Use Only:

Reviewed by: _____

Date Reviewed: _____

Action Taken:

Appendix K

Reference Information

The directory of information contained herein was current at the time it was compiled in January 2015. Agencies may change their name and/or contact information from time to time, and therefore, the information contained herein may no longer be current.

Federal

U.S. Equal Employment Opportunity Commission

www.eeoc.gov

131 M Street NE

Washington, D.C. 20507

202-663-4900

TTY 202-663-4494

Dallas District Office

207 S. Houston Street

3rd Floor

Dallas, TX 75202

1-800-669-4000

TTY 800-6696820

Fax: 214-253-2720

State

Texas Workforce Commission – Civil Rights Division

www.twc.state.tx.us

1117 Trinity St.

Room 144T

Austin, TX 78701

(888) 452-4778

Texas Department of Family and Protective Services

www.dfps.state.tx.us

Abuse Hotline: 800-252-5400

Texas Department of Aging and Disability Services (nursing homes, assisted living)

Complaints: 800-458-9858

Texas Department of State Health Services (DSHS) (hospitals, psychiatric hospitals, other medical facilities)

Complaints: 800-973-0022

Texas Council on Family Violence

Domestic Violence Hotline: 800-799-7233

Safeguarding Training

To register your church or organization for Safeguarding God's People training, please contact Deacon Pam Dunbar, 214-826-8310 or pdunbar@episcopal-dallas.org.