

DIOCESAN CODE OF CONDUCT FOR YOUTH VOLUNTEERS/WORKERS

This Code of Conduct is for use with youth under 18 years who serve as volunteers or are in work placement in parishes or schools. Young people under 18 are not required to attend VIRTUS training and apply for a background check as a condition for their ministry or work. (Young people covered by this Code of Conduct are required to attend VIRTUS training and have a background check if they are working with minors when they become 18.) Adults responsible for the supervision of young people in ministry or work situations need to review this document with the young person and clarify/explain any part that may not be understood by the young person. This can be done in a group or individual meeting. This form is to be signed by the young person, the parent/guardian, and the supervisor. The form is to be kept in the parish or school.

I promise to follow the rules and guidelines in this Code of Conduct. I understand that any action inconsistent with, or failure to take action mandated by, this Code of Conduct may result in my removal from my volunteer or work assignment.

As a youth volunteer or worker, I will:

- Safeguard minors entrusted to my care at all times.
- Treat everyone with respect, loyalty, patience, integrity, courtesy, and dignity.
- Consider a vulnerable person who habitually lacks the use of reason equivalent to a minor.
- Take care to be positive, supportive, and caring in my speaking, writing, and interacting with minors.
- Avoid situations in ministry or work where I am alone with any minor.
- Use positive reinforcement rather than criticism or comparison when working with minors.
- Cooperate fully in any investigation of abuse of minors. Report suspected abuse to my supervisor, or if it involves my supervisor, report it to the pastor.
- Be aware that minors can easily become infatuated with a youth leader or an adult. If I sense this is happening, I will discourage it. I will make my supervisor aware of it so that he/she can resolve the matter, including reassigning me to other activities.
- Maintain appropriate physical and emotional boundaries with minors.
- Dress modestly and appropriately and not wear any clothing with offensive messages or images while exercising my ministry or working.
- Adhere to the same rules as minor (e.g. cell phone usage, i-pods, boundaries)

As a youth volunteer or worker, I will not:

- Endorse, during my ministry, any view contrary to the teachings of the Catholic Church.
- Commit an illegal or immoral act.
- Smoke, vape, or use tobacco or vaping products in the presence of minors.
- Use, possess or be under the influence of alcohol or illegal drugs at any time while at work or volunteering.
- Verbally threaten or physically abuse anyone.
- Use profanity in the presence of any minor or adult.
- Use discipline that frightens or humiliates a minor.
- Touch a minor in a sexual, overly affectionate or other inappropriate manner.
- Place myself in a situation where my interactions with a minor would not be visible to others.
- Accept gifts from or give gifts to minors in my care without approval from my supervisor.
- Tolerate inappropriate or bullying behavior by a minor toward another minor.
- Use, possess, purchase, or give pornographic material to anyone.
- Engage in sexual intimacies. This includes consensual, non-consensual, forced physical contact, sex texting, and/or any inappropriate sexual comments.

APPENDIX C

We, the undersigned, have read and understand the **Diocesan Code of Conduct for Youth Workers and Volunteers** and will honor them while at work or as a volunteer. We understand and agree that the parent/guardian will be notified at the time of any infraction requiring dismissal from work or volunteer assignment at the parish or school where the minor is working or ministering. This form is to be kept in the parish, school, facility, or diocesan office.

Name of Minor (print): _____

Signature of Minor: _____

School or Parish Position: _____

Date: _____

Signature of Parent/Guardian: _____

Date: _____

Signature of Supervisor: _____

Date: _____

7/1/14

Revised 6/1/2020