



## Adult Code of Conduct

Young people are the most important gifts God entrusts to us. As an adult participant in a Diocesan-sponsored youth event or program, I promise to strictly follow these policies and the following standards as a condition of my providing services to my parish, diocese/organization.

I will:

Conduct myself in a manner that exhibits the highest Christian ethical standards and avoids even the appearance of impropriety, and therefore I will:

- 1) Report suspected abuse of any minor to DCS and the appropriate diocesan authorities.
- 2) Cooperate fully in any investigation of minors.
- 3) Develop and maintain the level of skill required to be competent.
- 4) Be knowledgeable of and adhere to all applicable aspects of *Protecting God's Children*, Diocesan Policies for Protecting Young People. <http://www.cc.cdom.org>
- 5) Complete training in youth protection in my diocese, VIRTUS and background check
- 6) Treat everyone with respect, loyalty, patience, integrity, courtesy, dignity, and consideration.
- 7) Honor the equality of all people, avoiding all forms of discrimination and respecting the dignity of each person without regard to economic status, age, gender, race, ethnicity, religion, sexual orientation, or physical or mental abilities.
- 8) Use positive reinforcement and communication rather than criticism, unhealthy competition, or comparison.
- 9) Become thoroughly familiar with the objectives and guidelines of the program in which I am participating and strive to achieve these objectives and communicate them appropriately.
- 10) Be aware of and adhere to emergency plans and evacuation routes appropriate to the program in which I am participating.
- 11) Be responsible and/or accountable for stewardship of all resources entrusted to my care.
- 12) Uphold the authority of those responsible for the program or activity in which I am participating and assist them in every way to encourage learning and to conduct fair and impartial events.
- 13) Avoid situations where I am alone with minors, always following the two adult rule.
- 14) Avoid any form of excessive familiarity, inappropriate language, or any situation and conduct that exploits or could give the appearance of exploiting another.
- 15) Follow practices that consistently exhibit no tolerance for any form of abusive behavior.
- 16) Follow practices that demonstrate appropriate relationships between all NFCYM personnel and minors that are important for a child's development and a positive part of ministry.

(over)

I will not:

- 1) Use physical affection to initiate inappropriate contact with minors.
- 2) Touch a minor in a sexual or other inappropriate manner.
- 3) Smoke or use tobacco products in the presence of minors.
- 4) Purchase tobacco products for or distribute tobacco products to minors.
- 5) Use, possess, or be under the influence of alcohol while supervising minors or while participating in a Diocesan-sponsored youth event.
- 6) Purchase alcohol for or distribute alcohol to anyone under the age of 21 years.
- 7) Use, purchase, possess, distribute, or be under the influence of illegal drugs at any time.
- 8) Purchase, download, possess, or distribute pornography.
- 9) Pose any known health risk to minors (i.e., no fevers or other contagious situations).
- 10) Humiliate, ridicule, threaten, demean, nor degrade minors or others nor tolerate such behavior in the environment for which I am responsible.
- 11) Use physical discipline in any way for behavior management of minors. No form of physical discipline is acceptable. This includes but is not limited to spanking, slapping, pinching, shaking, hitting or any other physical force as retaliation or correction for inappropriate behavior of a minor.
- 12) Use profanity in any form in the presence of minors.

I have read *Protecting God's Children*, Diocesan Policies for Protecting Young People, understand its meaning, and agree to conduct myself in accordance with its terms.

I hereby represent that I am not currently being investigated for, nor have I ever been convicted of a disqualifying offense as defined in *Protecting God's Children*, Diocesan Policies for Protecting Young People; I have never been terminated from employment or a volunteer position for reasons related to allegations of physical or sexual abuse by me.

I understand that should my response to any of the statements above change, I am obligated to inform my diocese/parish/organization immediately. Moreover, I understand that should I admit to, plead no contest to, or be found guilty of an incident of sexual misconduct or other disqualifying offense, or if it appears that an alleged claim is substantiated; my services with Diocesan-sponsored youth events shall be immediately terminated. Further, I understand that my failure to agree to and abide by the Adult Code of Conduct will bar me from participation in any Diocesan-sponsored youth event.

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Adult signature

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date