

IV. VOLUNTEER'S CODE OF CONDUCT

Our children are the most important gifts God has entrusted to us. As a volunteer, I promise to strictly follow the rules and guidelines in this Volunteer's Code of Conduct as a condition of my providing services to the children and youth of our Diocese.

As a volunteer, I will:

- ▶ Treat everyone with respect, loyalty, patience, integrity, courtesy, dignity, and consideration.
- ▶ Avoid situations where I am alone with children and/or youth at Church activities.
- ▶ Use positive reinforcement rather than criticism, competition, or comparison when working with children and/or youth.
- ▶ Refuse to accept expensive gifts from children and/or youth or their parents without prior written approval from the pastor or administrator.
- ▶ Refrain from giving expensive gifts to children and/or youth without prior written approval from the parents or guardian and the pastor or administrator.
- ▶ Report suspected abuse to the pastor, administrator, or appropriate supervisor and the Missouri Division of Family Services. I understand that, for a person who is required under the law to report, failure to report suspected abuse to civil authorities is, according to the law, a misdemeanor.
- ▶ Cooperate fully in any investigation of abuse of children and/or youth.

As a volunteer, I will not:

- ▶ Smoke or use tobacco products in the presence of children and/or youth.
- ▶ Use, possess, or be under the influence of alcohol at any time while volunteering.
- ▶ Use, possess, or be under the influence of illegal drugs at any time.
- ▶ Pose any health risk to children and/or youth (i.e., no fevers or other contagious situations).
- ▶ Strike, spank, shake, or slap children and/or youth.
- ▶ Humiliate, ridicule, threaten, or degrade children and/or youth.
- ▶ Touch a child and/or youth in a sexual or other inappropriate manner.
- ▶ Use any discipline that frightens or humiliates children and/or youth.
- ▶ Use profanity in the presence of children and/or youth.
- ▶ Acquire, possess or distribute pornographic images of minors.

I understand that as a volunteer working with children and/or youth, I am subject to a thorough background check including criminal history. I understand that any action inconsistent with this Code of Conduct or failure to take action mandated by this Code of Conduct may result in my removal as a volunteer with children and/or youth.

