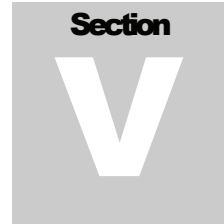


Section V: Clergy, Staff and Volunteer's Code of Conduct



God has called us to love our neighbors as ourselves. In light of this call, I promise to strictly follow the rules and guidelines in this Code of Conduct as a condition of my participation in the mission of the Archdiocese of Washington.

As a member of the clergy, staff or volunteer, I shall:

- 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 others, especially children and/or youth.
- Refuse to accept expensive gifts from people I work with or serve without prior written approval from the pastor, supervisor, administrator or ecclesiastical superior.
- Refrain from giving expensive gifts to people I work with or serve without prior written approval from my pastor, administrator or ecclesiastical superior.
- Report suspected abuse to the civil authorities as outlined in the Archdiocese of Washington's Child Protection Policy.
- Cooperate fully in any investigation of abuse of children and/or youth in conjunction with the Archdiocese of Washington's Child Protection Policy.

As a member of the clergy, staff or volunteer, I shall 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 working or volunteering with children.
- Use, possess, or be under the influence of illegal drugs at any time.

SECTION V: CLERGY, STAFF AND VOLUNTEER'S CODE OF CONDUCT

- Knowingly pose any significant health risk to children and/or youth or the elderly (e.g., I will refrain from providing pastoral care to children or the elderly when I am contagious with an illness).
- Strike, spank, shake, or slap children and/or youth, or anyone else.
- Humiliate, ridicule, threaten, or degrade children and/or youth, or anyone else.
- 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.

I understand that the responsibility for adherence to implementation of the Archdiocese of Washington’s Code of Conduct rests with me; that clergy, staff, and volunteers who disregard this Code of Conduct will be subject to remedial action; and that corrective action may take various forms—from a verbal reproach to removal from the ministry—depending on the specific nature and circumstances of the offense and the extent of the harm.

I understand that as a member of the clergy, staff or volunteer, if I work 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 from ministry or termination from my position.

Printed Name

Signature

Date: _____