



CODE OF CONDUCT FOR THOSE WORKING WITH CHILDREN & YOUTH

As disciples of Jesus Christ, Church of the Apostles UCC seeks to share Christ's love with all people by creating safe and welcoming spaces for all ages. We are committed to creating an environment that is nurturing, empowering, and that promotes growth and success.

Therefore, no form of abuse will be tolerated and confirmed abuse will result in immediate dismissal from volunteering with our young and vulnerable populations. All reports of suspicious or inappropriate behavior with consumers or allegation of abuse will be taken seriously. We will fully cooperate with authorities if allegations of abuse are made that require investigation.

This Code of Conduct outlines our specific expectations of our employees and volunteers as we strive to accomplish our mission together.

- All people, regardless of age or ability, will be treated with respect at all times.
- All people will be treated fairly regardless of race, sex, sexual orientation, gender identification, age, or religion.
- Employees and volunteers will adhere to uniform standards of displaying affection as outlined by our organization.
- Employees and volunteers will avoid affection with anyone that cannot be observed by others.
- Employees and volunteers will adhere to uniform standards of appropriate and inappropriate verbal interactions as outlined by our organization.
- Employees and volunteers will not stare at or comment on the bodies of anyone.
- Employees and volunteers will not date or become romantically involved with those under 18 or vulnerable adults.
- Employees and volunteers will not use or be under the influence of alcohol or illegal drugs while on our premises or at any of our events involving supervision of those under 18 or vulnerable adults.
- Employees and volunteers will not have sexually oriented materials, including printed or online pornography, on our church's property.
- Employees and volunteers will not have secrets with children under 18 or vulnerable adults and will only give gifts with prior permission from parents or guardians.
- Employees and volunteers will also read and sign our Safe Church policy for more specific information and expectations.

I hereby swear/affirm that I have read this document and that I understand my responsibilities outlined here.

Print Name: _____

Signature: _____ Date: _____