**PASTORAL CODE OF CONDUCT FOR CHURCH**

**MINISTERS, STAFF, AND VOLUNTEERS**

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

**As a church minister, 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 church minister, 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.
* 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 acknowledge that I have received and read the Archdiocese of Washington’s Pastoral Code of Conduct. I understand that the responsibility for adherence to implementation of the Archdiocese of Washington’s Pastoral Code of Conduct rests with me; that church ministers, staff, and volunteers who disregard this Code of Conductwill be subject to remedial action.

I understand that as a church minister, 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 Pastoral Code of Conduct or failure to take action mandated by this Pastoral Code of Conduct may result in my removal from ministry or termination from my position.

Signature\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_