

GUIDELINES **for Employees and Volunteers Working with Minors**

I understand that working with the youth of this congregation is a sacred trust. I affirm my promise to:

- portray a positive role model for minors by maintaining an attitude of respect, loyalty, patience, courtesy, and maturity;
- affirm and promote the inherent worth and dignity of all those in my care.
- do everything in my power to avoid being put in a situation where I am alone with a minor other than my own, unless specific written permission has been obtained.

I understand that I am required to submit three references who can attest to my suitability to work with children.

Volunteers Only: I attest to the fact that I have been a member of this congregation for at least six months or have been in regular attendance for at least one year.

Adult Employees Only: I understand that a criminal background check will be conducted.

I understand that the following are violations of the policies and procedures. I will not engage in any of these. I understand that any violation of this code may be grounds for removal as an employee or volunteer. If I witness any of these, I will take immediate steps to guarantee the safety of the minor or minors involved and immediately report any violations to the my direct staff supervisor or the Minister. If the Minister violates one of these rules, I will immediately notify the Chair of the Committee on Ministry.

- Any display or demonstration of sexual activity, abuse, insinuation of abuse, or evidence of abusive conduct towards a minor.
- Sexual advances or sexual activity of any kind between any person and a minor.
- Infliction or physically abusive behavior or bodily injury to a minor.
- Physical neglect of a minor, including failure to provide adequate supervision.
- Mental or emotional injury to a minor.
- The presence or possession of obscene or pornographic materials at any congregational function.
- The presence, possession, or being under the influence of any illegal or illicit drugs.
- The consumption of or being under the influence of illegal or illicit drugs or alcohol while leading or supervising minors.

Print Name _____ Date _____

Signature _____