

CODE OF CONDUCT

Our children are the most important gifts God has entrusted to us. As a staff member or volunteer, I promise to follow strictly the rules and guidelines in this Pastoral Code of Conduct as a condition of my providing services to children and youth.

As a staff member or volunteer, I will:

- Treat everyone with respect, loyalty, patience, integrity, courtesy, dignity, and consideration.
- Avoid situations where I am alone with an individual child or young person 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 or their parents without prior written approval from the parents or guardian and the Pastor or Administrator.
- Report suspected abuse to the Pastor, Administrator, or appropriate supervisor. If I am a mandatory reporter of child abuse in the State of Oregon, I will also make a report to the appropriate civil authorities.
- Cooperate fully in any investigation of abuse of children and/or youth.

As a staff member or 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 times.
- 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 any 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 as a staff member or 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 staff member or volunteer working with children and/or youth.

Staff Member or Volunteer's Printed Name

Staff Member or Volunteer Signature

Date