

# CODE OF CONDUCT AND STATEMENT OF INTENT FOR COMPLIANCE FOR AGES 13 THROUGH 17

(PLEASE NOTE: To be completed and signed by employees and regular volunteers AFTER *Policy for the Protection of Children and Youth* is read.)

To ensure the safety of children and youth in the Diocese of Kalamazoo, youth ages 13-17, who work or volunteer with children/youth in co-curricular school programs or parish ministries must receive training on the *Policy for the Protection of Children and Youth* from the designated supervising adult before beginning their ministry. The youth worker/volunteer and their parent/guardian must sign this form to verify they understand their obligations.

I have agreed to work or volunteer with fellow youth or younger children. I promise to set a good example of our Catholic faith and treat others with human dignity. I understand that if I break the rules of this Code of Conduct, I may be removed from my work or volunteer assignment and that my parent/guardian will also be notified, as appropriate. If I am dismissed while on a trip, I will be sent home at the expense of my parent/guardian.

**As a youth worker/volunteer, I will:**

- behave according to the teachings of the Catholic Church;
- treat everyone with whom I interact with respect, patience, integrity, courtesy, and dignity;
- make sure that children or youth in my care are safe;
- report to the adult in charge if I see, hear, or suspect anything that makes me uncomfortable or that makes me think that another person is in danger or has been harmed;
- inform the adult in charge if I sense that a child/youth is developing inappropriate feelings or behavior toward me;
- dress and speak appropriately;
- carefully consider my leadership role before participating in private visits, parties, or other activities with the children/youth I am working with and discuss any questions or concerns with the adult in charge (pre-existing relationships with families or peers in the program or ministry should be shared with the adult in charge);
- consider my role as a leader before giving any gifts to children/youth in my program or ministry and discuss with the adult in charge the appropriateness of any gifts I may wish to give.

**As a youth worker/volunteer, I will not:**

- do anything I know to be illegal or immoral;
- smoke, vape, or use tobacco, marijuana, or other related products;
- possess, consume, or distribute alcohol or illegal drugs;
- verbally threaten, bully, tease, or physically abuse anyone;
- use profanity;
- use physical discipline or discipline that frightens or humiliates a child/youth;
- touch a child/youth in an inappropriate manner;
- sexually harass; request sexual favors from; or make sexually explicit statements to anyone; or
- become inappropriately friendly with the children/youth I am working with through social media or other forms of communication.

I have read and understand the Diocese of Kalamazoo *Policy for the Protection of Children and Youth*.

I have read and understand the above guidelines and agree to support my child in following them. I agree that I am ultimately responsible for my child's behavior, and agree to accept the consequences, which may include my child's dismissal from the program or ministry, if my child does not follow the guidelines.

\_\_\_\_\_  
**SIGNATURE FOR MINOR**

\_\_\_\_\_  
**PRINTED NAME MINOR** **DATE**

\_\_\_\_\_  
**SIGNATURE PARENT/GUARDIAN**

\_\_\_\_\_  
**PRINTED NAME PARENT/GUARDIAN** **DATE**