

CODE OF PROFESSIONAL CONDUCT FOR CLERGY, ADMINISTRATORS, PRINCIPALS, TEACHERS, STAFF, AND VOLUNTEERS

For Clergy, Administrators, Principals, Teachers, Staff, & Volunteers

The Eparchy of Stamford is committed to keeping children and youth safe in accord with the policies of the USCCB's Charter for the Protection of Children and Young People. This code of conduct will establish guidelines for appropriate interactions between church personnel and those whom they serve.

Definitions

A minor is defined as a person under the age of 18.

A young adult is defined as a person between the ages of 18 & 20. Both a minor and a young adult are defined as youth.

An adult is defined as a person age 21 or older.

All clergy, principals, teachers, staff, and volunteers of the Eparchy will observe the following guidelines in dealing with minors and young adults.

- Avoid situations where I am alone with minors and young adults.
- Never touch a minor or young adult in a sexual or other inappropriate manner.
- Immediately report any suspicion of abuse of youth to the pastor, principal, or immediate supervisor, as well as the local office of a Child Protective Services agency whose telephone numbers are available.
- Do not allow any minors or young adults to reside in or to be an overnight guest in a rectory unless they are members of the immediate family of the clergy.
- Do not allow the use, by minors or young adults, of any alcohol, tobacco, drugs, or any illegal substance.
- Never attempt to physically discipline a child or young adult. Discipline problems should be coordinated by the immediate supervisor in consultation with the parents of the minor.
- Never be alone with a minor or young adult in a residence, sleeping facility, locker room, dressing facility, or any other isolated area that is inappropriate to a ministry relationship.
- Do not take overnight trips alone with a minor or young adult who is not a member of your family. Adult chaperones should accompany any trip involving minors or young adults.
- Do not sleep in the same bed with a minor or young adult. If an adult chaperone stays in a hotel or other sleeping facility with a group of minors or young adults, the chaperone should sleep in their own bed.
- If you discover an inappropriate attraction or attention being shown to you by a minor or young adult, maintain clear professional boundaries between yourself and the youth, and report or refer them to another adult.
- If the need should arise to have to counsel minors or young adults, avoid meeting in isolated environments. Schedule meetings at times and use locations that can create accountability. Limit the length and number of meetings and make outside referrals, if necessary. Parents and supervisors should be advised of these meetings.
- Do not drive a church or school vehicle transporting youth unless you have received a prior authorization and have the appropriate license or certification.

- Do not buy expensive or inappropriate gifts for youth nor give a gift exclusively to one youth to the exclusion of others.

HARASSMENT

- 1) Clergy, employees, and volunteers shall not engage in any form of physical, psychological, written and/or oral harassment of any individual and shall not tolerate any such conduct by any other church personnel.
- 2) Clergy, employees, and volunteers, shall maintain a professional work environment that is free from any and all forms of physical, psychological, written, and/or oral intimidation or harassment.
- 3) This prohibition against harassment encompasses a broad range of physical, psychological, written, and/or oral behavior including without limitation: physical or mental abuse; racial insults; derogatory ethnic slurs; unwelcome sexual advances or touching; sexual comments or sexual jokes; display of offensive materials; or requests for sexual activity or behavior of any kind for any reason.
- 4) Clergy, employees, and volunteers shall take every report or allegation of harassment seriously and shall report same to their immediate supervisor.