

**FIRST PARISH UNITARIAN UNIVERSALIST MEDFIELD
CODE OF CONDUCT
FOR PERSONS WORKING WITH CHILDREN AND YOUTH**

Adults and older youth who are in leadership roles are in a position of stewardship and play a key role in fostering the spiritual development of both individuals and the community. It is, therefore, especially important that those in leadership positions be well qualified to provide the special nurture, care, and support that will enable children any youth to develop a positive sense of self and a spirit of independence and responsibility. The relationship between young people and their leaders must be one of mutual respect if the potential of their relationship is to be realized.

All compensated personnel and volunteers are expected to adhere to the following standards:

- Religious education workers, teachers, helpers, and mentors shall not engage in behavior with children or youth that constitutes verbal, emotional, or physical abuse. This includes behavior that is personally threatening or demeaning.**
- Religious education workers, teachers, helpers, and mentors shall neither indulge in sexually harassing behavior nor engage in sexual, seductive, or erotic behavior with children or youth.**
- Religious education workers, teachers, helpers, and mentors shall not allow the use of tobacco, drugs, or alcohol or any illegal activities among children or youth.**

In cases of violation of this code, the person or people responsible will be immediately removed from their role, and appropriate action will be taken, including legal action if warranted.

This Code of Conduct was formally approved by FPUU's Religious Education Committee on 1/21/03.