

Code of Conduct for Persons Working with Children and Youth

Adults and older youth (high school aged) in leadership roles at FPUU must be committed above all to the safety and spiritual well-being of the children and youth in their care; their own emotional, social or other needs should be met outside of RE-related relationships and activities. The relationship between leaders and young people should be one of mutual respect, learning, and caring, but the power and responsibility in these relationships rest with the adults and older youth in leadership, not with the children or youth in their care. Accordingly, it is the leader's responsibility to set appropriate boundaries and pay ongoing attention to those boundaries, even as the relationship between the leader and the child changes over time and in different contexts. In this way, FPUU hopes to build healthy, trusting relationships among all its members of all ages, and to grow the congregation's young people into the next generation of leaders.

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 use or allow the use of tobacco, drugs, or alcohol or any illegal activities among children or youth.

Any relationship developed between an FPUU adult and an FPUU child/youth outside of First Parish programs must be with the knowledge and consent of the child/youth's parents and the DRE must be informed.

Religious education workers, including teens, agree to complete the Application for Volunteer Employment every three years, to inform the DRE or Minister of pertinent changes or updates to the application between application periods, and to authorize a CORI/SORI check every year.

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.

(MS 1.27.2014)