

CODE OF CONDUCT FOR THE SAFETY OF CHILDREN AND YOUTH (FOR YOUTH WORKERS)

Read and initial each item to signify your agreement to comply with this Code of Conduct.

___ I acknowledge that all virtual and in-person Youth Workers, whether staff or volunteers, must be Registered, Screened and Trained “Youth Worker” under the Policies for the Safety of Children and Youth as adopted by the Greek Orthodox Archdiocese of America (“GOARCH”).

___ I agree to exhibit the highest ethical best practices and personal integrity. This includes:

- A. Proper, clean, and neat attire;
- B. No humiliating, degrading, or threatening language or gestures;
- C. No inappropriate verbal exchanges;
- D. No profanity, inappropriate jokes, sharing intimate details of my personal life, nor any kind of verbal harassment; and
- E. No bullying nor other type of shaming or favoritism.

Any such actions will disqualify me from future Youth Ministry Programs and Events.

___ I agree to provide a professional work environment that is free from physical, psychological, written, or verbal intimidation or harassment.

___ I agree to treat all Children and Youth with respect at all times.

___ I agree to treat all Children and Youth fairly regardless of sex, race, religion, culture and or nationality.

___ I agree to do my best to prevent Abuse of Children and Youth involved in the virtual youth ministry programming.

___ I commit to keeping an eye out for “wallflowers” and Children/Youth with different learning styles and abilities; as well as to be watchful for any displays of social alienation or bullying.

___ I agree to use positive techniques of guidance, including redirection, positive reinforcement and encouragement.

___ I agree to have age appropriate expectations and set up guidelines and an environment that minimizes the need for discipline.

___ I agree not to physically, sexually or emotionally abuse or neglect a Child or Youth.

___ I agree to not, at any time during a Youth Ministry Program or Event, be alone with a single Child or Youth where we cannot be observed by others. This is

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applicable both to in-person meetings and virtual meetings.

___ I acknowledge that the Rule of Three (e.g. 1 Youth Worker and 2 Children or 2 Youth Workers and 1 Child) is still best practice for virtual meetings as well as in-person meetings.

___ I acknowledge that all Youth Workers, both in-person and on-line, are prohibited from using, possessing, or being under the influence of alcohol or illegal drugs during Youth Ministry Programs and Events. This prohibition will include the use of tobacco during such Youth Ministry Programs and Events.

___ I agree to portray a positive role model for Children and Youth by maintaining an attitude of respect, loyalty, patience, courtesy, tact, and maturity at all times.

___ I have received and reviewed a copy of, and agree to comply with the Greek Orthodox Archdiocese Policies for the Safety of Children and Youth (the "Policies") developed by GOARCH in cooperation with Praesidium, Inc.

___ In the event that I observe any inappropriate behaviors or possible policy violations with Children or Youth, I agree to immediately report my observations to my Supervisor and/or to appropriate state authorities as may be required by law, and as otherwise may be required under the Policy.

___ I specifically acknowledge my obligation and responsibility to protect Children and Youth and agree to report known or suspected Abuse of Children or Youth to appropriate church leaders and state authorities in accordance with the Policy and applicable law.

___ I understand that GOARCH generally and [Name of Youth Ministry Program or Event] (the "Program") specifically will not tolerate Abuse of Children and Youth and I agree to fully comply with this position.

___ I understand that GOARCH cooperates fully with the authorities to investigate all cases of alleged Abuse and agree to cooperate to the fullest extent possible in any external investigation by outside authorities or internal investigation conducted by the organization or persons given investigative authority by the organization.

___ I understand that failure to cooperate fully with any investigation may be grounds for termination.

___ I understand that I am an at-will employee or volunteer and can be removed from my position at any time and for any reason, or no reason, in the sole discretion of the Program. In addition, and without limiting the above,

A. The Program may, in its sole discretion, deny the application of any person who answers yes to the following question: "Have you ever been accused of physically, sexually or emotionally abusing a child or an adult?" If I am selected, and the Program later discovers circumstances that would indicate a "yes" answer to the above question, I may be terminated immediately.

B. The information provided on this form is subject to verification, which may

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include, but not be limited to, a criminal history check and request for information from any Central Registry of child abusers.

- C. The Program may, in its sole discretion, terminate employment or volunteer service of any person if that person is found, regardless of when discovered, to:
 - 1. have been the subject of any complaint(s) of abuse of a minor, whether or not criminally charged or the subject of a civil suit;
 - 2. have resigned, been terminated or been asked to resign a position whether paid or unpaid, due to complaint(s) of sexual abuse of a minor; and/or
 - 3. have falsified or omitted information in this disclosure statement
- D. This disclosure statement must be updated yearly.

Signature

Date

Signature of Minor's Parent or Guardian

Date

Name of Youth Ministry Program or Event