

EMPLOYEE/VOLUNTEER CODE of ETHICS and RULES

While acting in the capacity of the Church as an employee or volunteer working with, caring for, or supervising preschoolers, children, youth, and/or mentally handicapped individuals, the code of ethics and rules shown below shall apply.

1. Smoking or using tobacco products in the presence of minors is prohibited.
2. Using, possessing, or being under the influence of alcohol, or illegal drugs will not be tolerated.
3. Employees and volunteers shall not tolerate the abuse of any minors in their care; including:
 - Any direct observations or evidence of sexual activity in the presence of, or in association with, a minor.
 - Any display or demonstration of sexual activity, abuse, insinuation of abuse, or evidence of abusive conduct towards a minor.
 - Sexual advances or sexual activity of any kind between any person and a minor.
 - Sexual advances or sexual activity of any kind to a minor(s).
 - Infliction of physically abuse behavior or bodily injury to a minor.
 - Physical neglect of a minor, including failure to provide adequate supervision in relation to the activities of the Church.
 - Mental or emotional injury to a minor.
 - The presence or possession of obscene or pornographic materials at any function of the Church.
 - The presence, possession, or being under the influence of any illegal drugs.
 - The consumption of or being under the influence of alcohol while leading or participating in a function for minors of the Church.
4. Access to the locked records of confidential files, such as personnel files, and other sensitive files shall be restricted.
5. Employees and volunteers must treat all people of all races, religions, and cultures with respect and consideration.
6. Employees and volunteers shall not use or tolerate the use of profanity in the presence of minors.
7. Employees and volunteers must be free of physical and psychological conditions that might adversely affect any minor's health including, but not limited to, contagious disease.
8. Employees and volunteers will portray a positive role model for minors by maintaining an attitude of respect, loyalty, patience, courtesy, and maturity.
9. Employees and volunteers will be expected to act and react with Christian love and understanding in all situations.
10. Employees and volunteers will do everything in their power to avoid being put in a situation where they are alone with a minor other than their own.
11. Violation of this code or these rules may be grounds for removal as an employee or volunteer.

(end)