

# Diocese of Lubbock Safe Environment Program

## **CODE OF CONDUCT** **For All Clergy, including Bishops and Lay Employees**

### **INTRODUCTION**

I understand that this Code of Conduct is intended as a statement of the values and behaviors to be observed in all aspects of children and youth ministry and in all work and interaction with children and adolescents (all minors).

#### **I**

**I COMMIT** myself to respecting and protecting the inherent human dignity of each of the young people with whom I have the privilege to work. I will strive to treat all with the respect due children of God.

**THEREFORE, I SHALL** never discriminate among children and youth.

#### **II**

**I COMMIT** myself to serving as a model of mature Catholic Christian witness by my speech and actions as well as by the presentation I give to the Catholic faith, in solidarity with the particular expression given by our Bishop and the Pastor of our community.

#### **THEREFORE, I SHALL**

- a. Give witness by my example, opportunities and attentiveness to the centrality of worship in the life of the Catholic Church.
- b. Never depart from the designated goals and objectives of the curriculum, as agreed upon by the coordinator and program director and facilitated by the curriculum materials.
- c. Never impart theories, teachings or personal beliefs to young people, nor encourage their acting in ways that are contrary to the recognized teaching of the Catholic Church.
- d. Never introduce doctrinal materials, pamphlets, devotional articles or materials that are not provided or are not specifically approved by ministry directors, as delegated by the Pastor.

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### III

**I COMMIT** myself to interaction which is affirming of the goodness of the young people and adds to their positive self image and which enables mutual acceptance among themselves.

**THEREFORE, I SHALL**

- a. Never touch inappropriately in a disciplinary fashion.
- b. Never encourage or permit teasing or bullying of one young person by another.
- c. Never verbally abuse or deride.
- d. Never raise my voice inappropriately or use language that is demeaning, crude or derisive.

### IV

**I COMMIT** myself to affirming the Church's positive teaching on the role of human sexuality and the grace of human relationships.

**THEREFORE, I SHALL**

- a. Never touch inappropriately in a sexual manner.
- b. Never make inappropriate sexual comments using innuendo, jokes, inference or solicitations.
- c. Never act in a fashion that could be easily interpreted by a child or adolescent to be a sexual advance or threat.
- d. Never demean the beauty and holiness of human sexuality, marriage or human physical and sexual interaction.
- e. Never forget the vulnerability of young people to misinterpreting sexual information or references.
- f. Never forget that sexual abuse is not only in the intention of the perpetrator but also in the perception of the receiver.

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V

**I COMMIT** myself to the building up of this community as a sign of God's presence and God's Kingdom in which all may feel secure and valued.

**THEREFORE, I SHALL**

- a. Make every effort to adhere to the two-cleared-adult rule in all applicable cases.
- b. Never fail to keep the safety of young people as a priority in all situations, including classroom activities, retreats, recreation, excursions and transportation.
- c. Never fail to respect the students and fellow ministers with whom I have the privilege to serve by gossiping about or deriding students, staff, fellow ministers or the clergy.
- d. Never break the confidence, intimacy and trust of the small group or of a particular student except in such cases where the health or safety of the student is genuinely threatened.