Code of Behavior and Norms for Adult Leaders
at Events Sponsored by the Archdiocese of Seattle

In order to assure the safe and successful participation of youth and adults at gatherings sponsored by the Archdiocese of Seattle, the following code of behavior is to be followed. You are expected to represent your parish, school, and the Archdiocese during all gatherings. You are encouraged to display the mature, responsible character which has for so many years been the trademark of Catholic Youth Ministry within the Archdiocese.

SOME NORMS FOR PARTICIPATION:

1. Individuals are responsible for their own actions, and will be asked to assume the consequences for their inappropriate behavior.
2. Adult leaders must be screened for the protection of the youth participants prior to being confirmed as a leader or chaperone for a parish-sponsored event, trip, outing, activity, etc. The screening must be used to identify areas of concern or special attention (i.e., health concerns, disabilities/impairments requiring extra accommodations, history of violence, etc.). It must include the following:
    a. Interview by an authorized parish, school, or agency representative or staff person.
    b. Completion of a written application that includes name, address, phone number, any area of concern and any experience that would make this person suitable for the position being filled. This application must include a completed Washington State Patrol Request for Criminal History.
    c. Satisfied the Safe Environment requirements for volunteers.
3. All adult leaders and participants who are of legal drinking age (21 years old) are expected to be examples to the youth attending, and therefore are asked to refrain from drinking. The purchase, possession, or consumption of beer, wine, or other alcoholic beverages is not tolerated. Adults who allow or encourage such activities are in violation of the law and further action will be taken.
4. The possession or use of illegal drugs by any individual is not tolerated. Infraction of this means immediate dismissal from the event and further action will be taken.
5. For the protection and safety of all participants, acts of violence or harassment are not tolerated. Leaders and chaperones must be prepared to stop all acts of violence and harassment.
6. Pastoral leaders and volunteers are to maintain the integrity of the ministerial relationship at all times. Sexual conduct between Church workers and volunteers and those in their care is a violation of the ministerial relationship. Such conduct is never permissible. Sexual conduct may take a variety of forms: kissing, inappropriate touching, sexual intercourse, or even verbal suggestions for sexual favors or activity. (This guideline is explained in the Archdiocesan Policy on Sexual Misconduct.)
7. Disruptive behavior, language, clothing, or items are not acceptable at events. This includes anything which is obscene, profane, or inappropriate to the activities of the Archdiocese.
8. Adults in leadership positions within a parish, school, organization, or agency of the Archdiocese must avoid entertaining or hosting events for youth in their homes or in private settings. All ministerial activity must take place in a public setting that assures the safety and security of all parties involved. This includes any form of pastoral counseling, mentoring, or social activity.

9. Adults are asked to refrain from entering gambling halls, casinos, or similar establishments. Furthermore, it is illegal for minors to take part in any form of gambling.
10. The use of tobacco in any form on parish/Archdiocesan transportation is not permitted. Due to documented health risks from second-hand smoke, smoking is prohibited in all assembly areas and shared sleeping quarters.
11. All activities sponsored by a parish, school, agency, or organization of the Archdiocese of Seattle must be planned and organized in order to ensure the safety and well-being of the participants. All reasonable precautions must be taken to assure that these events are safe and appropriately chaperoned.
12. Adults who are asked to transport youth to and from organized events, and who are solicited for this activity by an Archdiocesan organization, parish, school, or agency, must adhere to all the requirements listed in the Transportation Policy of the Archdiocese of Seattle.
13. Adults in leadership positions are expected to help enforce this code of behavior as it pertains to youth and set an example for them.

The Archdiocese of Seattle does not insure personal property against theft or loss; please exercise caution regarding your personal items.

You are expected to observe the guidelines above in light of Washington State statutes and definitions. The Archdiocese of Seattle respectfully asks for your cooperation and hopes that you will have no trouble adhering to this code of behavior. Keep in mind that you represent the Church at all times during the event and are asked to demonstrate an image of Christian consideration, sensitivity, and respect to others and to the property around you.

I HAVE READ AND UNDERSTAND THE CODE OF BEHAVIOR ABOVE AND WILL ADHERE TO THE REQUIREMENTS DICTATED BY THIS CODE.

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Signature Date

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Supervisor's Signature Date