

**Diocese of Grand Island**  
**Code of Conduct**

FOR VOLUNTEERS IN PARISHES, SCHOOLS AND OTHER ORGANIZATIONS

**Our children are the most important gifts God has entrusted to us. As a volunteer, I promise to strictly follow the rules and guidelines in this *Code of Conduct* as well as the *Code of Conduct* of the Diocese of Grand Island as it applies to me. My observance of these rules and guidelines are a condition of my providing services to the children and the youth of our (parish, school, facility, diocese, etc.).**

**As a volunteer, I will:**

- Treat everyone with respect, loyalty, patience, integrity, courtesy, dignity and consideration.
- Avoid situations where I am alone with children and/or youth at Church activities.
- Use positive reinforcement rather than criticism, competition or comparison when working with youth.
- Refuse to accept expensive gifts from children / youth or their parents without prior written approval from the pastor or administrator.
- Refrain from giving expensive gifts to children / youth without prior written approval from the parents or guardian and the pastor or administrator.
- Report suspected abuse to the pastor, administrator or appropriate supervisor and civil authorities.  
I understand that failure to report abuse to authorities is, by law, a misdemeanor.
- Cooperate fully in any investigation of abuse of children / youth.

**As a volunteer, I will not:**

- Smoke or use tobacco products in the presence of children and youth.
- Use, possess or be under the influence of alcohol at any time while working.
- Use, possess or be under the influence of illegal drugs at any time.
- Pose any health risk to children / youth (e.g., no fevers or other contagious situations).
- Strike, spank, shake, or slap children / youth.
- Humiliate, ridicule, threaten or degrade children / youth.
- Touch a child and/or youth in a sexual or other inappropriate manner.
- Use any discipline that frightens or humiliates children / youth.
- Use profanity in the presence of children / youth.

I understand that as a volunteer working with children / youth, I am subject to a thorough background check including criminal history. I understand that any action inconsistent with this *Code of Conduct* or failure to take action mandated by this *Code of Conduct* may result in my removal as an employee working with children / youth.

_____	_____
Printed Name	Parish / School / Organization
_____	_____
Volunteer Signature	Date
_____	_____
Volunteer Signature	Date
_____	_____
Volunteer Signature	Date

**Background Check Results:** Date \_\_\_\_\_  Pass  Fail  Other

**Retain in Personnel File.**

**Diocese of Grand Island**

**Code of Conduct**

FOR EMPLOYEES OF PARISHES, SCHOOLS AND OTHER ORGANIZATIONS

Our children are the most important gifts God has entrusted to us. As an employee, I promise to strictly follow the rules and guidelines in this *Code of Conduct* as well as the *Code of Conduct* of the Diocese of Grand Island as it applies to me. My observance of these rules and guidelines are a condition of my providing services to the children and the youth of our (parish, school, facility, diocese, etc.).

**As an employee, I will:**

- Treat everyone with respect, loyalty, patience, integrity, courtesy, dignity and consideration.
- Avoid situations where I am alone with children and/or youth at Church activities.
- Use positive reinforcement rather than criticism, competition or comparison when working with youth.
- Refrain from accepting expensive gifts from children / youth or their parents without prior written approval from the pastor or administrator.
- Refrain from giving expensive gifts to children / youth without prior written approval from the parents or guardian and the pastor or administrator.
- Report suspected abuse to the pastor, administrator or appropriate supervisor and civil authorities. I understand that failure to report abuse to authorities is, by law, a misdemeanor.
- Cooperate fully in any investigation of abuse of children / youth.

**As an employee I will not:**

- Smoke or use tobacco products in the presence of children and youth.
- Use, possess or be under the influence of alcohol at any time while working.
- Use, possess or be under the influence of illegal drugs at any time.
- Pose any health risk to children / youth (e.g., no fevers or other contagious situations).
- Strike, spank, shake, or slap children / youth.
- Humiliate, ridicule, threaten or degrade children / youth.
- Touch a child and/or youth in a sexual or other inappropriate manner.
- Use any discipline that frightens or humiliates children / youth.
- Use profanity in the presence of children / youth.

I understand that as an employee working with children / youth, I am subject to a thorough background check including criminal history. I understand that any action inconsistent with this *Code of Conduct* or failure to take action mandated by this *Code of Conduct* may result in my removal as an employee working with children / youth.

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Parish / School / Organization

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

**Background Check Results: Date** \_\_\_\_\_

**Pass**  **Fail**  **Other**

**Retain in Personnel File.**