



Adult Code of Conduct

Chaperones are the first line in keeping our youth safe. While that does not mean you have to trail the young people in your care around the facility, it does mean that you need to be aware of their location. In addition, you should be observant of the behaviors of all youth and adults. If you see something that is inappropriate, it is fully appropriate for you to intervene when safe to do so. If not safe, bring the situation to the attention of the suitable authority. Remember, all young people are our young people, not just the ones from your family, parish, school, organization, or diocese.

All chaperones at Holy Fire should be in compliance with their sending organization's youth protection policies, most, if not all of which, require some type of training and background screening. While most of the other adults you will encounter at Holy Fire are also screened and background checked, some are not, given their role at the event. There is no reason to believe that the participation of "uncleared" individuals poses any greater risk to Holy Fire attendees than do the normative experiences of young people's day-to-day lives: traveling to and from school, shopping at the local mall, or going to the park or movies with friends. Nonetheless, it is important for chaperones to be aware of their presence and to be mindful always of the young people entrusted to their care and their location. Chaperones are the hedge of protection to the young people at Holy Fire.

As an adult participant in this youth event sponsored by National Federation for Catholic Youth Ministry (NFCYM), in association with Declan Weir Productions (DWP), you promise to strictly follow these policies and the following standards as a condition of providing services to your parish/school/diocese/organization and/or NFCYM.

You will:

1. Conduct yourself in a manner that exhibits the highest Christian ethical standards and avoids even the appearance of impropriety, and therefore will:
2. Report suspected abuse of any minor to the appropriate authorities.
3. Cooperate fully in any investigation of abuse of minors.
4. Develop and maintain the level of skill required to be competent.
5. Be knowledgeable of and adhere to all applicable aspects of *Safeguarding God's Children: NFCYM Policies for Protecting Young People.* (<http://www.nfcym.org/youthprotection>)
6. Complete training in youth protection in your diocese or, if not available in your diocese, through the Boy Scouts of America's on-line training/certification program.
7. Treat everyone with respect, loyalty, patience, integrity, courtesy, dignity, and consideration.
8. Honor the equality of all people, avoiding all forms of discrimination and respecting the dignity of each person without regard to economic status, age, gender, race, ethnicity, religion, sexual orientation, or physical or mental abilities.
9. Use positive reinforcement and communication rather than criticism, unhealthy competition, or comparison.
10. Become thoroughly familiar with the objectives and guidelines of the program in which you are participating and strive to achieve these objectives and communicate them appropriately.
11. Be aware of and adhere to emergency plans and evacuation routes appropriate to the program in which you are participating.
12. Be responsible and/or accountable for stewardship of all resources entrusted to your care.
13. Uphold the authority of those responsible for the program or activity in which you are participating and assist them in every way to encourage learning and to conduct fair and impartial events.
14. Avoid situations where you are alone with minors, always following the two adult rule.
15. Avoid any form of excessive familiarity, inappropriate language, or any situation and conduct that exploits or could give the appearance of exploiting another.
16. Follow practices that consistently exhibit no tolerance for any form of abusive behavior.
17. Follow practices that demonstrate appropriate relationships between all NFCYM personnel and minors that are important for a child's development and a positive part of ministry.

You will not:

1. Use physical affection to initiate inappropriate contact with minors.
2. Touch a minor in a sexual or other inappropriate manner.
3. Smoke or use tobacco products in the presence of minors.
4. Purchase tobacco products for or distribute tobacco products to minors.
5. Use, possess, or be under the influence of alcohol while supervising minors or while participating in an NFCYM youth event.
6. Purchase alcohol for or distribute alcohol to anyone under the age of 21 years.
7. Use, purchase, possess, distribute, or be under the influence of illegal drugs at any time.
8. Purchase, download, possess, or distribute pornography.
9. Pose any known health risk to minors (i.e., no fevers or other contagious situations).
10. Humiliate, ridicule, threaten, demean, nor degrade minors or others nor tolerate such behavior in the environment for which you are responsible.
11. Use physical discipline in any way for behavior management of minors. No form of physical discipline is acceptable. This includes but is not limited to spanking, slapping, pinching, shaking, hitting or any other physical force as retaliation or correction for inappropriate behavior of a minor.
12. Use profanity in any form in the presence of minors.

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Holy Fire is brought to you by:





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You have read *Safeguarding God's Children: NFCYM Policies for Protecting Young People* (www.nfcym.org/youthprotection), understand its meaning, and agree to conduct yourself in accordance with its terms.

You hereby represent that you are not currently being investigated for, nor have you ever been convicted of a disqualifying offense as defined in *Safeguarding God's Children: NFCYM Policies for Protecting Young People*; you have never been terminated from employment or a volunteer position for reasons related to allegations of physical or sexual abuse by you; nor have you sought or received any medical, physical, or psychological treatment for reasons involving physical or sexual abuse by you.

You understand that should your response to any of the statements above change, you are obligated to inform your parish/school/ diocese/organization/NFCYM immediately. Moreover, you understand that should you admit to, plead no contest to, or be found guilty of an incident of sexual misconduct or other disqualifying offense, or if it appears that an alleged claim is substantiated; your services with NFCYM-sponsored youth events shall be immediately terminated. Further, you understand that your failure to agree to and abide by the Adult Code of Conduct will bar you from participation in any NFCYM-sponsored youth event.