Code of Ethics/Safety Policy Agreement

1. Code of Ethics for people working with children and youth in UUA sponsored programming.

Adults and older youth who are in leadership roles are in a position of stewardship and play a key role in fostering the spiritual development of both individuals and the community. It is, therefore, especially important that those in leadership position be well qualified to provide the special nurture, care, and support that will enable children and youth to develop a positive sense of self and a spirit of independence and responsibility. The relationship between young people and their leaders must be one of mutual respect if the positive potential of their relationship is to be realized.

There are no more important areas of growth than those of self-worth and the development of a healthy identity as a sexual being. Adults play a key role in assisting children and youth in these areas of growth. Wisdom dictates that children, youth and adults suffer damaging effects when leaders become sexually involved with young persons in their care; therefore, leaders will refrain from engaging in sexual, seductive or erotic behavior with children or youth which constitutes verbal, emotional, or physical abuse.

Leaders shall be informed of the code of ethics and agree to it before assuming their role. In cases of violation of this code, appropriate action will be taken.

*2. Safety Policy Agreement*

No minister, adult leader, child care employee, church school teacher or other person working under the auspices of UUCAS shall engage in sexual, seductive or erotic behavior with young people under the age of 18 years. Neither shall they sexually harass nor engage in behavior with young people that constitutes verbal, emotional or physical abuse.

The following specific behaviors are inappropriate:

• off-color jokes

• sexual remarks and harassment of any kind, including abusive or demeaning behavior, sexual or other verbal or emotional abuse

• unsolicited physical contact

When any minister, adult leader, child care employee, church school teacher or other person working under the auspices of UUCAS has reason to suspect that a young person under the age of 18 years has been the victim of physical abuse, emotional abuse, sexual abuse or neglect, these suspicions will be immediately reported to the minister or President of the Board of Trustees. It will be the responsibility of these people to investigate these suspicions and in cases where sufficient cause exists, to make appropriate reports to the authorities as required by Pennsylvania law.

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I, (print name) , have read, understand, and agree to abide by the above policies while working with any youth.

(signature) (date)