

**Diocese of Superior
Code of Conduct for Working with Minors**

All clergy, all candidates for ordination, and all adults who work with minors (anyone under the age of 18) through the Diocese of Superior or any of its parishes or schools have the legal, moral, and religious responsibility to perform their duties in a way that educates and assists – and does not harm – the minors with whom they work. In keeping with that obligation, the Diocese of Superior establishes the following Code of Conduct for all who minister to minors within the Diocese of Superior.

As a member of the clergy serving the Diocese of Superior, a candidate for ordination, a diocesan or parish employee or volunteer who works with minors in or through the Diocese of Superior, I solemnly pledge that:

I will

- Support and exemplify in conduct both Catholic doctrine and morality.
- Perform my work in a manner consistent with the mission of the Catholic Church and the Diocese of Superior.
- To the best of my ability create and maintain a safe environment for all minors.
- Always remember that I am not a peer of the minors with whom I work and I will perform my duties accordingly.
- Treat everyone with respect, loyalty, patience, integrity, courtesy, dignity, and consideration.
- Avoid situations where I am alone with minors at Church activities.
- Use positive reinforcement rather than criticism when working with minors.
- Dress appropriately and not wear any clothing considered immodest or with offensive messages or pictures.
- Maintain appropriate physical and emotional boundaries with minors.
- Report suspected abuse to the appropriate civil authorities.
- Cooperate fully in any investigation of abuse of minors.

I will not

- Endorse, teach, advocate, encourage or counsel any beliefs or practices contrary to the teachings of the Catholic Church.
- Smoke, use tobacco products or use electronic smoking devices in the presence of minors.
- Use, possess, or be under the influence of alcohol while working with minors.
- Use or possess illegal drugs or misuse prescription drugs at any time.
- Knowingly pose any health risk to minors (*i.e.* fevers or other contagious situations).
- Engage in dangerous risk-taking behaviors in the presence of minors nor encourage these behaviors in minors.
- Create, acquire, possess, or distribute pornographic images of minors.
- Distribute or exhibit sexually-explicit or pornographic images of any kind to minors.
- Strike, spank, shake, or slap minors.
- Humiliate, ridicule, threaten, or degrade minors.
- Touch a minor in a sexual or other inappropriate manner.
- Use any discipline that frightens or humiliates minors.
- Give or accept expensive gifts from a minor or their parents without prior written approval from the pastor.
- Use profanity or sexually suggestive language at any time while in the presence of minors
- Commit an illegal or immoral act.

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 removal from my work assignment or volunteer position. My signature below indicates that I have read and agree to adhere to the Code of Conduct above.

Printed Name

Signature

Date

Catechetical Leader/Supervisor Printed Name

Catechetical Leader/Supervisor Signature

Date