

CODE OF CONDUCT – WORKING WITH PROTECTED PEOPLE

The following Code of Conduct is intended to assist pastors, staff, and volunteers in making decisions about interactions with children and vulnerable adults. For clarification of any guideline, or to inquire about behaviors not addressed here, contact the Director of Safety, Compliance, and Risk Management.

Church of the Resurrection (Church) provides children and vulnerable adults (together, Protected People, as defined in the Church's Safety of Children and Vulnerable Adults Policy) with the highest quality services available. We are committed to creating an environment for Protected People that is safe, nurturing, empowering, and that promotes growth and success.

No form of abuse will be tolerated and confirmed abuse will result in an immediate termination of any employment or volunteer relationship with the Church. All reports of suspicious or inappropriate behavior relating to Protected People or allegations of abuse will be taken seriously and reviewed under the Church's Reporting Suspected Violations of Policies, Law, and Ethical Standards Policy. The Church will fully cooperate with authorities if allegations of abuse are made that require investigation.

This Code of Conduct outlines specific expectations of all pastors, staff, and volunteers that interact with Protected People as we strive to accomplish our mission together.

1. Protected People will be treated with respect at all times.
2. Protected People will be treated fairly regardless of sex, age, race, ethnicity, cultural heritage, economic status, sexual orientation, gender identity, or religion.
3. Pastors, staff, and volunteers will adhere to the Best Practices outlined by the Church in procedures supporting the Safety of Children and Vulnerable Adults Policy.
4. Pastors, staff, and volunteers will adhere to uniform standards of appropriate and inappropriate verbal interactions as outlined by the Church.
5. Pastors, staff, and volunteers will not stare at or comment on Protected People's bodies.
6. Pastors, staff, and volunteers will not date or become romantically involved with any Protected Person.
7. Pastors, staff, and volunteers will not use or be under the influence of alcohol or illegal drugs in the presence of Protected People.
8. Pastors, staff, and volunteers will not have sexually oriented materials, including printed or online pornography, on Church property or Church devices.
9. Pastors, staff, and volunteers will not have secrets with Protected People and will only provide gifts when given to all Protected People in the same setting.
10. Pastors, staff, and volunteers are prohibited from working one-on-one with Protected People in a private setting except in accordance with Church procedures.
11. Pastors, staff, and volunteers will not withhold food, water, or shelter from or abuse Protected People or otherwise abuse or neglect Protected People in any way, including:
 - a. *Physical abuse* – hitting, spanking, slapping, unnecessary restraint
 - b. *Verbal abuse* – degrading, threatening, cursing

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- c. *Sexual abuse* – inappropriate touching, exposing oneself, sexually oriented conversations
 - d. *Mental abuse* – shaming, humiliation, cruelty
12. The Church will not tolerate the mistreatment or abuse of a Protected Person by another Protected Person and will take steps necessary to eliminate such actions or behavior when made aware of such actions.
13. The Church will not tolerate any behavior that is classified as bullying, and when aware of such actions, will take steps to eliminate such behavior.

Bullying is aggressive behavior that is intentional, repeated over time, and involves an imbalance of power or strength. Bullying can take on various forms, including:

- a. *Physical bullying* – when one person engages in physical force against another person, such as hitting, punching, pushing, kicking, pinching, or restraining another
- b. *Verbal bullying* - when someone uses their words to hurt another, such as by belittling or calling another hurtful names
- c. *Nonverbal or relational bullying* – when one person manipulates a relationship or a desired relationship to harm another person. This includes social exclusion, friendship manipulation, or gossip. This type of bullying also includes intimidating another person by using gestures.
- d. *Cyberbullying* – the intentional and overt act of aggression toward another person by way of any technological tool, such as email, instant messages, text messages, digital pictures or images, or website posting (including blogs). Cyberbullying can involve:
 - i. Sending mean, vulgar, or threatening message or images
 - ii. Posting sensitive, private information about another person
 - iii. Pretending to be someone else in order to make that person look bad
 - iv. Intentionally excluding someone from an online group
 - v. Hazing or other activity that expects a person to engage in humiliating, degrading, abusive, or dangerous behavior
 - vi. Sexualized bullying, including sexting, innuendos, threats relating to or exposure of body parts

Anyone who sees an act of bullying and then encourages it is also engaged in an act of bullying.

14. Pastors, staff, and volunteers must follow mandatory reporting requirements and be aware of legal and ethical guidelines to recognize and report suspicions of mistreatment and abuse. They will:
- a. Be Safe Gatherings certified when required by the Church, including completion of training to recognize symptoms of child abuse and neglect, including physical, sexual, and emotional abuse.
 - b. Understand the Church’s Safety of Children and Vulnerable Adults Policy.
 - c. Report suspected abuse or neglect of a Protected Person to the appropriate authorities under mandatory reporting laws when required.
 - d. If not a mandatory reporter, report suspected abuse or neglect to a Church pastor, program director, or staff supervisor.
 - e. Report any suspected violation of policy, law, or ethical standards to the Church’s Director of Safety, Compliance, and Risk Management.

- f. Cooperate fully with authorities in the investigation of any case of alleged abuse. Failure to do so may be grounds for termination of an employment or volunteer relationship with the Church.
- 15. Pastors, staff, and volunteers who work with Protected People may not have engaged in or been accused or convicted of abuse of a Protected Person, indecency with a Protected Person, or injury to a Protected Person.

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