

# CODE OF ETHICS

## Persons Working with Children and Youth

### The Role of Adult Leaders

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 positions 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 role in assisting children and youth in these areas of growth. Sexual conduct of any kind between adults and infants, children, or youth is illegal, unethical and severely injurious. Therefore, leaders will refrain from engaging in sexual, seductive, or erotic behavior with children and youth. Neither shall they sexually harass or engage in behavior with children and youth that constitutes verbal, emotional, or physical abuse. Leaders will 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.

I have read and agree to abide by this code. \_\_\_\_\_ Date \_\_\_\_\_

Signature

## RELIGIOUS EDUCATION CONTRACT

### FIRST UNITARIAN UNIVERSALIST CHURCH OF AUSTIN

THANK YOU for being a volunteer and/or staff person in our church school program during this year. Please take a minute to read, understand and sign this contract (filling in the necessary information).

I understand that I am a \_\_\_\_\_ for the \_\_\_\_\_ (grade) class in church school. I agree to coordinate with the other members of my teaching team to be sure that each Sunday is covered. If I am unable to be present on one of the Sundays I had agreed to serve, then (as soon as possible) I will contact my team members first to arrange a substitute. If after contacting my team, I am unable to arrange for a substitute, then I will contact the Director of Religious Education at church (452-6168) or at home (569-1223).

I have never been convicted of a crime involving a minor, and I understand that if I should be, I must resign from my church school responsibilities. When I am scheduled to be present on Sundays, I will arrive at church slightly ahead of the designated start of class time to greet arriving children, and I will stay slightly after the designated class time to be certain that all of my charges have been collected by an appropriate person(s). Class time is generally one hour. I understand that if there are still children in my care when it is time to leave, I will hand over my charges to the DRE or the DRE assistant so that I may be free to leave. I have read and understood the above contract, have provided the necessary information, and agree to the above terms.

Signature \_\_\_\_\_ Date \_\_\_\_\_

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

**REFERENCE FORM**  
**FIRST UNITARIAN UNIVERSALIST CHURCH OF AUSTIN**

THANK YOU for considering employment or an ongoing volunteer position with our church. In an effort to serve the best interests of both our congregation and prospective staff or volunteers in our programs, we ask that you take some time to fill out this questionnaire.

Name \_\_\_\_\_

Address \_\_\_\_\_

Telephone(s) \_\_\_\_\_

Date \_\_\_\_\_

Position Sought (Paid or Voluntary ) \_\_\_\_\_

Please list two references who are familiar with your character.

Name \_\_\_\_\_ Telephone \_\_\_\_\_

Name \_\_\_\_\_ Telephone \_\_\_\_\_

**Permission to Conduct a Criminal Background Check and Address History Search**

I, \_\_\_\_\_, hereby give to The First Unitarian Universalist Church of Austin permission to conduct a criminal background check and an address history search of me. In order to facilitate this inquiry, I am providing the following information concerning myself:

Date completing application form \_\_\_\_\_

Legal Name \_\_\_\_\_

Social Security number \_\_\_\_\_

Date of birth (yes you have to include the year) \_\_\_\_\_

Other names \_\_\_\_\_

\_\_\_\_\_

Signature: \_\_\_\_\_