

# HOLY TRINITY CATHOLIC SCHOOL

Somerset, Ohio - 740-743-1324 - Principal William C. Noll

**THE BELOW CODE OF CONDUCT FOR TEACHERS, STAFF, VOLUNTEERS, COACHES, CATECHISTS/YOUTH MINISTRY TEAM MEMBERS MUST BE COMPLETED AND SUBMITTED TO THE PRINCIPAL/ PASTOR WITHIN THE FIRST TWO WEEKS OF THE NEW SCHOOLYEAR, BUT NO LATER THAN AUGUST 31<sup>ST</sup>.**

- Teachers, Staff, Volunteers and Youth ministry team members work collaboratively with the pastor, coordinator of youth ministry (and/or other supervisors) and associates in ministry.
- Teachers, Staff, Volunteers and Youth ministry team members faithfully represent and practice the teachings of the Catholic Church with integrity in word and action.
- Teachers, Staff, Volunteers and Youth ministry team members are competent and receive education and training commensurate with their role(s) and responsibilities (§ 231, Code of Canon Law.)
- Teachers, Staff, Volunteers and Youth ministry team members respect the diversity of spiritualities in the faith community and will not make their own personal form of spirituality normative.
- Teachers, Staff, Volunteers and Youth ministry team members recognize the dignity of each person and refrain from behaviors or words that are disrespectful of anyone or any group.
- Teachers, Staff, Volunteers and Youth ministry team members serve all people without regard to gender, national origin, age, marital status, socioeconomic status, or political beliefs.
- Teachers, Staff, Volunteers and Youth ministry team members act to ensure all persons have access to the resources, services and opportunities they require with particular regard for persons with special needs or disabilities.
- Teachers, Staff, Volunteers and Youth ministry team members are accountable to the pastor, coordinator of youth ministry, or other duly appointed representative, under the authority of the diocesan bishop.
- Teachers, Staff, Volunteers and Youth ministry team members are called to serve the faith community, carrying out their ministry "...conscientiously, zealously, and diligently" (§ 231, Code of Canon Law.)
- Teachers, Staff, Volunteers and Youth ministry team members exercise responsible stewardship of resources while holding themselves to the highest standards of integrity regarding fiscal matters placed in their trust.
- Teachers, Staff, Volunteers and Youth ministry team members respect confidentiality, yet are not held to confidentiality in the same way as ordained ministers and licensed, certified counselors.

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- Teachers, Staff, Volunteers and Youth ministry team members adhere to civil and ecclesial law concerning the reporting of neglect, abuse or when physical harm could come to the person or to a third party.
- Teachers, Staff, Volunteers and Youth ministry team members support the rights and roles of parents while ministering to the needs and concerns of adolescents.
- Teachers, Staff, Volunteers and Youth ministry team members are aware they have considerable personal power because of their ministerial position. Therefore, they will sustain respectful ministerial relationships, avoiding manipulation and other abuses of power.
- Physical, sexual, or romantic relationships between a Teachers, Staff, Volunteers and youth ministry team member and an adolescent are unethical and are prohibited.
- Teachers, Staff, Volunteers and Youth ministry team members model healthy and positive behaviors with adolescents.
- Procuring, providing, or using alcohol and/or controlled substances for or with adolescents is unethical and is prohibited.
- Teachers, Staff, Volunteers and Youth ministry team members are aware of the signs of physical, sexual, and psychological abuse and neglect.
- Teachers, Staff, Volunteers and Youth ministry team members are aware of their limitations with respect to paraprofessional counseling and make appropriate referrals.
- Teachers, Staff, Volunteers and Youth ministry team members adhere to civil and ecclesial law, policy and procedure for reporting abuse, suspected abuse or neglect.
- Teachers, Staff, Volunteers and Youth ministry team members are aware of and comply with all applicable parish, organizational and/or diocesan policies with special attention to sexual misconduct, safety, transportation, parental permission, and medical emergency policies.

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## The 1-2-3 = SAFE Symbol

Any Space at Holy Trinity School, Holy Trinity Parish or Saint Joseph Parish that displays the SAFE symbol, the following is MANDATORY:

- NO adult shall be alone in the identified SAFE SPACE with a youth.
- Adults SHALL have either a second adult, or a second youth in that space in order to make at least 3 people present all times in the space.

I have read and understand the above code of conduct/ ethics and commit to uphold this code.

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

Signature \_\_\_\_\_

Date \_\_\_\_\_