

**Archdiocese of San Francisco**  
**STANDARDS OF CONDUCT**

**Applicable for Junior High and High School Youth Volunteering or Working with Minors**

The Archdiocese of San Francisco has created this Standards of Conduct because we want our actions to match our faith. We want you to respect all people, from the adults in your life to the children who look up to you. For the same reason, we want to make sure that you are treated with the respect that you deserve.

All junior high and high school youth volunteering or working with minors in parishes/schools in the Archdiocese of San Francisco are required to take the online training, Teen Safety, which covers safe and appropriate ways to interact with others. Following the STANDARDS OF CONDUCT for youth volunteering or working with minors is a condition on your having the privilege of working with young people.

**As a Youth Volunteer, I will:**

- Respect the adults and supervisors with whom I interact.
- Protect and care for all children or other youth in my care.
- Treat everyone with respect, loyalty, patience, integrity, courtesy and dignity.
- Take care to be positive, supportive and caring in my speaking, writing and actions with the children/youth.
- Report suspected sexual abuse to my supervisor, parent, principal or pastor.
- Maintain appropriate sexual, physical and emotional boundaries with the children/youth.
- Dress appropriately and not wear any clothing with offensive messages or pictures.
- Avoid situations where I am alone with a child/youth.
- Seek to affirm good behavior in children/youth and avoid criticism or comparison that could hurt.
- Be aware that young people can easily become overly attached to a youth leader or an adult. If I sense that is happening, I will not encourage it. I will make my parent, supervisor, pastor or principal aware of it so that he/she can help in the matter.

**As a Youth Volunteer, I will not:**

- Commit an illegal or immoral act.
- Smoke or use tobacco products in the presence of the children/youth.
- Use, possess or be under the influence of alcohol or illegal drugs at anytime.
- Verbally threaten or physically abuse anyone.
- Use profanity in the presence of children/youth.
- Use discipline that frightens or humiliates a child/youth.
- Touch a child/youth in a sexual, overly affectionate or other inappropriate manner.
- Sexually harass, request sexual favors from, or make sexually explicit statements to anyone.
- Tolerate inappropriate or bullying behavior.
- Promote any view contrary to the teachings of the Catholic Church.
- Place myself in a situation where my interaction with a child/youth cannot be witnessed.
- Participate in private visits, parties or other activities with the children/youth unless approved by my Supervisor.
- Develop inappropriate personal relationships with children over the Internet or through other forms of communication unless approved by my Supervisor.
- Accept gifts from or give gifts to children/youth in my care without approval from my supervisor.

I have read and understand the guidelines in this Standards of Conduct. I promise to strictly follow them at all times. I understand that failure to live up to this Standards of Conduct will have serious consequences up to and including removal from ministry with volunteering or working with young people or reporting to civil authorities.

**Take the “Recognize, Report and Prevent Child Abuse” and the “Teen Safety” Programs at**

[www.shieldthevulnerable.com](http://www.shieldthevulnerable.com)