

**Code of Ethics**  
**for Adults Working With Children and Youth in**  
**Church-Sponsored Programs**

Adults who are in leadership roles are in a position of stewardship and play a key role in fostering 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 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 key role in assisting children and youth in these areas of growth. The Unitarian Universalist Church of Worcester, therefore, has instituted the following standards of behavior for adults working with children and youth. All compensated and volunteer staff are expected to adhere to these standards:

- Religious education workers shall not engage in behavior with children or youth that constitutes verbal, emotional, or physical abuse. This includes behavior or language that is personally threatening or demeaning.
- Religious education workers shall not indulge in sexually harassing behavior nor engage in sexual, seductive, or erotic behavior with children or youth.
- Religious education workers shall not allow the use of tobacco, drugs or alcohol or any illegal activities among children or youth.

All leaders and religious education workers shall be informed of this *Code of Ethics* and shall agree to it before assuming their role. In cases of violation of this code, appropriate action will be taken.

**Religious Education Workers' Statement:**

I have read and understand the above *Code of Ethics for Adults Working With Children and Youth in Church-Sponsored Programs*. I agree to abide by the provisions of the *Code of Ethics* and to honor and preserve the trust placed in me by the members of this congregation.

Date: \_\_\_\_\_

Name (Printed): \_\_\_\_\_

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