



UUCR Sexual Conduct Policy

Approved By UUCR Board
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UUCR Sexual Conduct Policy

Preamble

We, the Unitarian Universalists of the Chester River, as an institutional body of religious affiliation, recognize the importance of creating communities where everyone, and especially our children, youth, and vulnerable adults, are safe. We recognize that religious communities – which should be dedicated to the creation of safe environments for all their members – are particularly vulnerable to incidents of abuse because of the high level of trust, the welcoming spirit and the strong reliance on and need for volunteers.

We recognize the importance in a religious community of those very factors of trust, welcome and volunteer commitment, and the necessity to adopt requirements with explanatory guidelines, to guard against incidents of abuse.

We recognize the potential for abuse in a religious community by those volunteers, clergy or staff in positions of confidence, power and authority. We also recognize the potential for those same persons to become the victims of fraudulent claims of abuse.

We further realize that institutions operating in the best manner possible with all due concern still cannot guarantee an absolutely risk-free environment.

We recognize that in order to adequately address the need for safe environments, our responsibility is to respond to the reality of our situation and to our congregants, volunteers, clergy and staff.

In this spirit, we endorse the following Sexual Conduct Policy.

Sexual Conduct Policy

Unitarian Universalists of the Chester River

Recent events and societal trends have prompted questions and concerns about safety policies and risk management procedures, including sexually safer practices, to protect children, youth, adults and clergy in church congregations.

The Sexual Conduct Policy of the Unitarian Universalists of the Chester River includes, but is not limited to, the following:

Implementation and Oversight of the Policy

The UUCR Board and Clergy are committed to creating and maintaining a “sexually safer congregation.” The UUCR Board or its designated Sexual Policy Committee (SPC) is responsible for overseeing the implementation of the Sexual Conduct Policy. The Sexual Policy Committee shall be comprised of the current Board President, President-Elect, and immediate Past President so as to ensure continuity of implementation. All activities of the SPC will be conducted in a confidential fashion and may only be disclosed when necessary and appropriate. The Board shall review the policy at least every two years and update as necessary. The written policy shall be well publicized to the congregation.

Church Computer and Internet Use

Use of the Internet and computers at UUCR is a privilege which may be revoked at any time for inappropriate conduct. Misuse of Internet access or computers by staff persons, volunteers or clergy may result in disciplinary action, including, but not limited to termination of their position within the organization. Examples of inappropriate conduct include, but are not limited to: Use of inappropriate, offensive or abusive language in either public or private messages; Unlawful activities; Defamation; Infringement of copyrights; Misrepresentation of oneself or the church; Accessing pornographic or sexually explicit materials; Sexual or abusive harassment; Gambling sites; Sending messages that might result in congestion or disruption of networks and systems.

Sexual Harassment

All UUCR employees, volunteers, congregants and clergy have a right to work and/or gather in an environment free from discrimination and harassing conduct, including sexual harassment. Harassment is defined as persistent and unwelcome conduct or actions on any of the bases mentioned below. Sexual harassment includes unwelcome verbal or non-verbal sexual advances, unwelcome physical contact of a sexual nature or unwelcome

verbal or physical conduct of a sexual nature. Harassment on the basis of an employee's, volunteer's, congregant's or clergy's race, color, creed, ancestry, national origin, age, disability, sex, arrest or conviction record, marital status, sexual orientation, membership in the military reserve or use or nonuse of lawful products away from work is expressly prohibited under this policy.

Volunteers Working with Vulnerable Populations

All volunteers wishing to work in a position in the Children's Religious Exploration program, Child or Youth programs, Childcare/Nursery, Pastoral Associates program, or the UUCR Board of Trustees shall have been an active participant in the life of this congregation for a minimum of 6 months before their application can be considered.

Volunteers working in the Children's Religious Exploration programs, Childcare/Nursery, and Pastoral Associates program shall be required to submit a written application with references and to sign a Statement of Disclosure and Consent to Criminal Background Check (Appendix B). The application form will be supplied by and the completed form submitted to the Sexual Policy Committee (SPC) chair.

References for all volunteers in the Children's Religious Exploration programs, Childcare, and Pastoral Associates program shall be checked. Before assuming their positions, all applicants shall also be checked against the Maryland Sex Offense Registry. Reference checks will be conducted by the SPC. All background checks will be conducted by methods determined by the SPC. The SPC will report any concerns resulting from the background checks directly to the Board.

All volunteers in the Children's Religious Exploration programs, Pastoral Associates program, and UUCR Board of Trustees must annually review and sign the UUCR Adult Code of Conduct (Appendix C). Forms will be supplied by and the completed form submitted to the Sexual Policy Committee (SPC) chair.

All volunteers working with children must receive training on signs of sexual abuse. The SPC is responsible for arranging the training and keeping the records of who has completed the training.

Paid Staff

All applicants for a paid staff position must submit a written application with references and sign a Statement of Disclosure and Consent to Criminal Background Check (Appendix B). The application form will be supplied by and submitted to the SPC.

References for all paid staff shall be checked. Before assuming their positions, all applicants shall also be checked against the Maryland Sex Offense Registry. Reference checks will be conducted by the SPC. All background checks will be conducted by an outside agency at the request of the SPC. The SPC will report any concerns resulting from the background checks directly to the Board.

All paid staff must annually review and sign the UUCR Adult Code of Conduct. Forms will be supplied by and the completed form submitted to the Sexual Policy Committee (SPC) chair.

Clergy

Clergy wishing to assume a position at UUCR are required to submit a Resume or CV with references to the UUCR Ministerial Search Committee if the minister is to be called, or the Board if the clergy is to be a contract position. References for Clergy shall be checked by the UUCR Ministerial Search Committee or the Board respectively.

Clergy shall sign a Statement of Disclosure and Consent to Criminal Background Check (Appendix B). Before assuming his or her position, Clergy shall be checked against the Sex Offense Registry from the state the applicant is coming from. Forms will be supplied by and the completed form submitted to the Sexual Policy Committee (SPC) chair. All background checks will be conducted by an outside agency at the request of the SPC. The SPC will report any concerns resulting from the background checks directly to the Board.

Clergy must annually review and sign the UUCR Clergy Code of Conduct (Appendix D), which includes guidelines about sexual harassment and sexual misconduct prevention. Forms will be supplied by and completed forms submitted to the SPC.

Activities Involving Children and Youth

At least two unrelated adults are to be on the premises at all times for all activities with children and youth (people under the age of 18 are considered youth in this document). At least two unrelated adults are to accompany any group of children and youth off premises for a UUCR-related function. Classrooms or other rooms in which children are involved, shall be equipped with unobstructed views of the interior from outside the room.

Activities involving children or youth shall be conducted only in spaces observable by other unrelated adults who periodically monitor the rooms.

All conversations with children, including private conversation if necessary, shall be within sight of another adult. E-mailing, texting, etc., to youth must include a copy to the parents.

Pictures of children and youth shall not be taken and/or posted without the permission of the parents.

All teens who attend UUCR-related overnight activities, either on or off premises, shall review and sign a Code of Conduct for Overnight and Extended Trip Activities (Appendix F), which includes guidelines for sleeping arrangements, physical displays of affection, and expectations related to sexual behaviors. Parents of teens shall counter-sign their child's Code of Conduct. All adult chaperones accompanying youth on overnight trips shall sign the UUCR Adult Code of Conduct (Appendix C). UUCR-sponsored youth trips must be chaperoned by at least 2 unrelated adults. For youth trips involving youth through the fifth grade there should be at least one chaperone for every 6 youths on the trip. For trips involving youth between grades 5 and 12 there should be at least one chaperone for every 8 youths on the trip. No UUCR sponsored youth trip should have less than 2 chaperones.

Teens Working with Children or Youth

Teens under 18 who wish to work with children must be an active participant in the congregation for at least 6 months prior to submitting an application for childcare or assisting in the Children's Religious Exploration Program.

Teens working with children shall submit a written application with references, and references shall be checked by the SPC.

Teens working with children should complete a Safe Babysitters certification course.

Teens working with children shall be supervised by an adult (age 21 or older) at all times.

Teens working with children should work in groups of two or more children.

Teens working with children must conduct all activities only in spaces observable by unrelated adults who periodically monitor the rooms or areas.

Teens working with children must annually review and sign the UUCR Code of Conduct for Teens Working with Children (Appendix G). Parents must counter-sign their teen's Code of Conduct.

Inclusion of a Person Charged or Convicted of a Sexual Offense

Any person charged or convicted of a sexual offense shall meet within 30 days of it becoming known with the UUCR Board President and Minister, or President Elect if there is no minister, to discuss participation in the events and life of this congregation.

The individual's probation or parole officer, if one exists, must be contacted by the SPC to ensure that the individual's participation in the congregation is not prohibited as part of the terms of his/her probation or parole.

The investigation of any sexual abuse charge will be conducted by the appropriate authority supported, as necessary, by the UUCR Sexual Policy Committee (SPC). The SPC will keep the Board informed of the process and the results when they are available. In the case of a minor, the initial appropriate authority is the local Child Protective Services of Kent or Queen Anne's County. The Board has the authority to remove a person charged with a sexual offense during the duration of the investigation. If the allegation is found to be unfounded the charged person can return to the congregation with full membership rights. If the allegation is substantiated the Board will determine whether they may return to the congregation under the terms of the Limited Access Agreement. If the victim is a congregant, or the child of a congregant, the Board will take into account the best interests of the victim when making any decision about the offender or alleged offender returning to the congregation.

Persons charged or convicted of a sex offense may, at the discretion of the Board, retain their membership in UUCR or become a member of the congregation. Because of both legal and liability implications, a person who has been charged or convicted of a sex offense may not serve on the UUCR Board of Trustees, since a person who is being monitored should not serve on the entity overseeing the monitoring of themselves. If a person is charged with a sex offense and they are already serving on the board, they will be immediately excused from their position pending the outcome of their charges.

Any person charged or convicted of a sex offense shall sign a Limited Access Agreement (Appendices I and J).

The Director or acting director of the UUCR Children's Religious Exploration Program shall be notified with the name of the individual who is charged or convicted of a sex offense so that appropriate monitoring with children and youth can be initiated.

If known, any child or adolescent who has sexually abused or assaulted another child must be directly supervised by a designated adult and be in the company of that adult at all times while on the premises of UUCR, or attending UUCR-related activities off premises. This includes congregants who have children or adolescent relatives visiting the congregation with a history of having sexually abused or assaulted another child.

Removal From the Congregation

The Board of Trustees maintains the right to remove an individual from participation in the congregation at any time for any reason. If there is a violation of the UUCR Sexual Conduct Policy the Board will determine if the individual will be removed from participation in the congregation during the investigation of said violation.

Lists Review

The SPC shall review the Maryland Sex Offense Registry at least once a year to determine if a person convicted of a sex offense is attending UUCR.

APPENDIX A: Mandatory Reporters of Child Abuse and Neglect

What You Need to Know

In Maryland we are mandatory reporters, which means we are *mandated* by law to report child maltreatment. Any person, however, may report incidents of abuse or neglect. A person can call the local Child Protective Services organization to report a child maltreatment situation. In Kent County the phone number is 410 810-7600. In Queen Anne's County the number is 410 758-8000. If a person calls CPS they are expected to let a member of the SPC or the Board know that they made the call and the nature of the call within 24 hours of calling.

Individuals Typically Mandated to Report

Individuals typically designated as mandatory reporters have frequent contact with children. Such individuals include health care workers, school personnel, law enforcement officers and social workers. However, approximately 18 states require ALL citizens to report suspected abuse or neglect regardless of profession. (Maryland is one of these states, see below.)

Standard for Making a Report

Typically a report must be made when the reporter suspects or has reasons to suspect that a child has been abused or neglected.

Specifics of Maryland State Law

Statute: Family Law § 5-704(a); § 5-705(a)(1)

Professions That Must Report:

- Health care professionals
- Mental health professionals
- Social work professionals
- Education/child care professionals
- Law enforcement professionals
- All persons

Standard for Reporting:

Have reason to believe

Privileged Communications:

- Attorney/Client
 - Clergy/Penitent (does NOT apply to Clergy/Congregant)
- Privileged Communications does not extend to any other church staff or volunteer.

APPENDIX B:
**UUCR Adult Statement of Disclosure and
Consent to Criminal Background Check**

Name: _____ Social Security Number: _____

Current Address: _____

Day Phone: _____ Evening Phone: _____

E-mail: _____

Previous Address: _____

Do you have a valid Maryland state driver's license? Yes ___ No ___ (attach copy)

Is your car insured according to Maryland state law? Yes ___ No ___ (attach copy)

HISTORY OF LEGAL INVOLVEMENT

(A conviction record will not necessarily be cause for disqualification)

1. Have you ever been convicted of a criminal offense? Yes ___ No ___
(if yes, explain below):

2. Have you ever been arrested for the use or sale of drugs? Yes ___ No ___

3. Has your driver's license ever been suspended or revoked? Yes ___ No ___

4. Have you ever had a record of *founded child abuse* by a child services agency?
Yes ___ No ___

5. Have you ever had employment, professional credentials, or authorization to hold a
volunteer position terminated due to reasons of allegations of actual or attempted
sexual harassment, intimidation, exploitation or misconduct; physical abuse; or child
abuse? Yes ___ No ___ (if yes, explain below):

I understand that in signing this statement of disclosure, I swear or affirm that the
information that I have given herein is true and correct; and by signing this statement I also
consent to a Criminal Background Check by UUCR.

Signature _____ Date _____

APPENDIX C: UUCR Adult Code of Conduct

Adults (age 18 or older) who assume a volunteer or professional position in the congregation are expected to nurture the physical, emotional, and spiritual growth of children, youth and other adults they may interact with, by fostering an environment of kindness, trust, respectfulness and fun. Congregants may develop genuine affection for one another; however, the adult who assumes a volunteer or professional relationship with a child, youth or other adult is the one who assumes responsibility for maintaining appropriate boundaries and cultivating an atmosphere of health and trust. To that end, I covenant with myself and any other child, youth or adult congregants I interact with, to conduct our activities together in a manner that promotes a positive, safe, and caring community.

I AGREE TO:

1. Demonstrate respect for myself, child and youth participants, clergy, professional staff, and adult congregants at all times;
2. Participate in activities to the best of my ability;
3. Abide by all other rules and guidelines established by this community;
4. Not intentionally use language that will offend, ridicule, or demean anyone;
5. Not engage in any form of harassment or intimidation, sexual or otherwise;
6. Not engage in any activity with a child, youth or other adult that is physically, sexually, verbally or emotionally abusing;
7. Not engage in any sexual activity with child or youth participants;
8. Not cultivate a pattern of one-on-one private conversations with children or youth by e-mailing or texting; or “friending” through social media;
9. Not bring or use alcohol or other non-prescribed drugs including tobacco into the role in which I am assuming with another child, youth or adult congregant; and
10. Have at least one other adult on site at all times when children or youth are in my care.

I UNDERSTAND THAT:

1. I am responsible for modeling affirming leadership and values;
2. I am responsible for the physical and emotional well-being of the children, youth and adults entrusted to my care; and
3. Violation of this Code of Conduct may result in corrective action and/or immediate dismissal from all activities I assume in my position.

Signature: _____ Date: _____

APPENDIX D:
UUCR Clergy Code of Conduct

(Unitarian Universalist Ministers Association Guidelines for the Conduct of Ministry – Ethical Standards)

I covenant with myself and the children, youth and adult congregants I interact with, to conduct our activities together in a manner that promotes a positive, safe, and caring community.

I will be honest and diligent in my work to fulfill the offices of ministry according to the stipulations of my call or employment and my best professional judgment.

I will not misappropriate the money or property of the congregations, agencies or enterprises I serve, or of their members, staff or clients.

Within the limitations of law, I will respect the confidentiality of private communications from those to whom I minister.

I will honor the intellectual property of others, assuring that appropriate attribution is given to avoid intentionally creating the impression that the work of others is my own.

I will demonstrate respect and compassion without regard to race, color, class, sex, sexual orientation, gender expression, age, physical or mental ability or ethnicity. Such equitable treatment shall be extended to all to whom I minister regardless of position in the organization, including to those who may disagree with me.

I will work to confront attitudes and practices of unjust discrimination on the basis of race, color, class, sex, sexual orientation, gender expression, age, physical or mental ability, or ethnicity, and to challenge them within myself and in individuals, congregations, and groups I serve.

I will make myself a candidate for a pulpit or other position of ministry only with serious intent, and I will observe the established candidating procedures of the Unitarian Universalist Association.

I will stay informed of the latest rules and policies of the UUA's Ministerial Fellowship Committee.

I will not engage in public words or actions that degrade the vocation of ministry, or diminish among us the esteem of our calling.

I will not engage in sexual contact, sexualized behavior or a sexual relationship with any person I serve as a minister.

I will obtain appropriate training to allow me to recognize signs of sexual abuse and console said victims.

Signature: _____ Date: _____

**APPENDIX E:
UUCR Youth Code of Conduct**

I covenant with myself, other youth participants, and adult advisors to conduct our activities together in a manner that promotes a positive, safe, and caring community.

I AGREE TO:

1. Show respect for myself, other participants, and mentors at all times;
2. Participate in activities to the best of my ability;
3. Abide by all other rules and guidelines established by this community;
4. Not intentionally use language that will offend, ridicule, or demean anyone;
5. Not engage in any form of harassment or intimidation, sexual or otherwise;
6. Not bring or use alcohol or other non-prescribed drugs including tobacco without the expressed written permission by the person in charge.

I UNDERSTAND THAT:

Violation of this Covenant will result in a warning and possibly returning home before the conclusion of the event, and that my parents will be responsible for providing transportation from the event in the case of my removal.

Participant's Signature _____ Date _____

Parent's Signature _____ Date _____

APPENDIX F:

UUCR Youth Code of Conduct for Overnight Travel or Extended Trips

I covenant with myself, other youth participants, and adult advisors to conduct our activities together in a manner that promotes a positive, safe, and caring community.

I AGREE TO:

1. Show respect for myself, other participants, and mentors at all times;
2. Participate in activities to the best of my ability;
3. Abide by all other rules and guidelines established by this community;
4. Not intentionally use language that will offend, ridicule, or demean anyone;
5. Not engage in any form of harassment or intimidation, sexual or otherwise;
6. Abide by sleeping arrangements that shall be separated by gender for youth 5th-8th grades.
Sleeping arrangements may be coed for youth 9th-12th grades but only with consent from the parents and under appropriate adult supervision;
7. Not engage in any sexual activity with others while on the trip, including any activity that is sexually, physically, verbally, or emotionally abusive;
6. Not bring or use alcohol or other non-prescribed drugs including tobacco without the expressed written permission of the person in charge..

I UNDERSTAND THAT:

Violation of this Covenant will result in a warning and possibly returning home before the conclusion of the event, and that my parents will be responsible for providing transportation from the event in the case of my removal.

Participant's Signature _____ Date _____

Parent's Signature _____ Date _____

APPENDIX G:
UUCR Code of Conduct for Teens Working with Children

I understand that the position of caring for children requires a significant commitment from me to the UUCR Religious Education Program. I will take this commitment seriously.

1. I understand that I will be acting as a role model to younger children, and I will behave responsibly and with a professional manner;
2. I will respect and obey the authority of all my supervisors;
3. I will work under the supervision of an adult at all times;
4. I will only be with children in spaces observable by other unrelated adults who periodically monitor the rooms;
5. I will seek assistance from an adult if a child in my care cannot be calmed, or displays reckless behavior that could result in injury to themselves or others or destruction of property;
6. I will not use language that will offend, ridicule, or demean any child in my care;
7. I will not have any contact with children in my care that is or could be interpreted as being sexually abusive or of a sexual nature;
8. I will not use any type of physical restraint or punishment on a child in my care;
9. I will not be under the influence of alcohol or other non-prescribed drugs including tobacco unless specifically and in writing authorized by the person in charge of the event during the period of time I am responsible for children in my care.
10. I understand that if I cannot fulfill my scheduled duties, it is my responsibility to notify my supervisor as soon as possible so other arrangements can be made;
11. I understand that if I do not adhere to the policies and procedures of the UUCR Religious Exploration Program, I may be immediately dismissed from my position.

Signature: _____ Date: _____

Parent's Signature: _____ Date: _____

APPENDIX H: Integration into the Church of a Person Charged or Convicted of a Sexual Offense

UUCR is committed to maintaining the safest atmosphere possible for the children, youth and adults at UUCR. Additionally, we are committed to being a religious community open to those who are in need of worshipping or pastoral counseling with us, especially in times of serious personal troubles. We believe in the worth and dignity of all people, even those who may have made serious mistakes in their lives. When it comes to our attention that someone who has been officially charged or convicted of a sexual offense seeks to attend our Sunday morning services or participate in our church activities, it is our responsibility to address both the needs of being a welcoming congregation, and the needs of maintaining as safe an environment as is possible.

When someone has been charged or convicted of a sex offense, we will work toward integration into our community under the following rules, so long as doing so does not violate the terms of that individual's parole or probation:

1. The charged or convicted person will take precautions which would keep him or her from any actions or accusations of improper behavior with children or adults and would make it evident that we were acting at all times with the safety of our congregation in mind.
2. The charged or convicted person may retain their membership or become a member of the congregation, but they may not serve on the Board of Trustees. If the individual is currently serving in a position on the UUCR Board, their position will be suspended pending outcome of their investigation; upon conviction, they will be immediately excused from their position on the UUCR Board.
3. The charged or convicted person will agree to:
 - (i) Sign the Limited Access Agreement **in the presence of the UUCR Board President.**
 - (ii) Make no attempt at any time to interact with children and youth on congregation property or at congregation-sponsored events;
 - (iii) Make no attempt to use church computers; and
 - (iv) Inform the Board of Trustees of UUCR of the final disposition of his or her criminal case. If charges have been dropped or the charged person has been exonerated, the restrictions of this policy would no longer apply *concerning that particular incident.*

**APPENDIX I:
CONFIDENTIAL DOCUMENT**

**UUCR Limited Access Agreement for
Allegation of Sexual Misconduct or Offense**

A serious complaint or allegation of sexual misconduct or offense, now under review, has been made about you. While this complaint is being investigated, in order to protect the children and youth in our programs, as well as vulnerable adults, from potential risk, and in order to protect you from further suspicion, we ask you to abide by this agreement.

Signing this document in no way constitutes a presumption or confession of guilt. This is a routine safety precaution, activated without prejudice toward particular individuals or circumstances.

Within these guidelines, the congregation welcomes your participation in adult worship services, coffee hour, committee meetings, adult education, all adult social events, and well supervised intergenerational events. You will be under continuous observation. You may be a member of this congregation, but you may not serve in any position on the Board of Trustees. If you are currently serving on the Board, your position will be suspended without prejudice pending outcome of your investigation.

You may, at the sole discretion of the Board, be assigned a support person who you will notify prior to attending any church function, and in whose presence you will be at all times when on church property or attending a church function or event.

Regardless of whether or not your alleged offense involved a child, you are to avoid contact with children on congregation property or congregation-sponsored events. This includes the following:

1. Do not initiate conversation with children.
2. Do not volunteer or agree to lead, chaperone or participate in events for children and youth including religious education classes, stories or talks for worship, youth group events, activities during intergenerational events, driving or otherwise transporting children and/or youth.
3. If a child in the congregation approaches you, either at church or at a congregation-sponsored event, politely and immediately excuse yourself from the situation.
4. Avoid being in the building unsupervised when activities involving children are in session.
5. Do not use church computers.

Continued on next page

Initials _____

Appendix I

Appendix I - Continued

I have reviewed this contract and agree to abide by its provisions. I understand and agree that if I violate this agreement, I may be denied access to future church functions and church property.

I understand that this contract will remain in place until rescinded or replaced by the UUCR Board President.

Signature

Date

Board President (must witness signature of party above)

Date

Minister (if congregation is served by one)

Date

**APPENDIX J:
CONFIDENTIAL DOCUMENT**

UUCR Limited Access Agreement - Convicted Sex Offenders

The Unitarian Universalists of the Chester River affirms the dignity and worth of all persons. We are committed to being a religious community open to those who are in need of worshipping with us, especially in times of serious personal troubles.

However, based on your background of convicted sex offense, we have concerns about your contact with children and youth in our congregation as well as vulnerable adults. The following guidelines are designed to reduce the risk to both you and them of an incident or accusation. We welcome you to our congregation and our membership, but your participation will be limited to ensure the safety of our congregants, children and youth and to assure that you will not be subject to future accusations.

Within these guidelines, the congregation welcomes your participation in adult worship services, coffee hour, committee meetings, adult education, all adult social events, and well supervised intergenerational events. You will be under continuous observation. You may be a member of this congregation, but you may not serve in any position on the Board of Trustees. If you are currently serving on the Board, you will be immediately excused from your position.

You may, at the sole discretion of the Board, be assigned a support person who you will notify prior to attending any church function, and in whose presence you will be at all times when on church property or attending a church function or event.

Regardless of whether or not your offense involved a child, you are to avoid all contact with children on congregation property or congregation-sponsored events. This includes the following:

1. Do not talk with children.
2. Do not volunteer or agree to lead, chaperone or participate in events for children and youth including religious education classes, stories or talks for worship, youth group events, activities during intergenerational events, driving or otherwise transporting children and/or youth.
3. If a child in the congregation approaches you, either at church or at a congregation-sponsored event, politely and immediately excuse yourself from the situation.
4. Avoid being in the building unsupervised when activities involving children are in session, such as nursery school or youth group.
5. Do not use church computers.

Continued on next page

Initials _____

Appendix J

Appendix J - Continued

I understand that my identity may be disclosed to any congregant who requests it in a private meeting with the UUCR Board President and/or member(s) of the Sexual Policy Committee.

I have reviewed this contract and agree to abide by its provisions. I understand and agree that if I violate this agreement, I will be denied access to future church functions and church property.

I understand that this contract will be reviewed annually, and will remain in effect for an indefinite period.

Signature

Date

Board President (must witness signature of party above)

Date

Minister (if congregation is served by one)

Date