



## SPECIAL EVENT VOLUNTEER EXPECTATIONS\*

*All humans have dignity as persons created in the image of God. Anyone working or volunteering their services in Church sponsored programs are required to uphold Christian values and conduct, particularly when working with God's children.*

1. Volunteers working with minors should use appropriate judgment always to maintain and promote trusting relationships marked by personal and professional integrity.
2. In every instance possible, a team approach to youth activities should be considered. Volunteers should avoid establishing any exclusive relationship with a minor and exercise due caution when they become aware of a minor desiring such a relationship. Volunteers must be aware of their own vulnerability and that of any individual minor with whom they may be working.
3. Physical contact with a minor should only occur under appropriate public circumstances. (PUBLIC, APPROPRIATE, BRIEF) Physical contact should never be used to hurt or punish a minor or for self-gratification, sexual or otherwise. Physical contact with a minor can be misconstrued by minors and other adults.
4. Any use or supply of alcohol and/or illegal drugs is prohibited when working with minors.
5. Providing any sexually explicit, inappropriate, or offensive material to minors is prohibited.
6. Providing overnight accommodations in personal residences for minors, other than a close familial relationship, is prohibited.
7. Program leaders, assistants, volunteers and participants are to be in specifically designated areas only.
8. When with children, a volunteer needs to be within seeing or hearing range of another staff member.
9. Doors to rooms are to remain open to allow for easy accessibility and visibility. Doors may need to be closed due to noise but free access is understood. Windows in the doors should not be covered with posters, etc.
10. Language and touch is to be used appropriately — no tickling or wrestling with children.
11. Children are to leave the program area with only those people specified by the parents/guardians.
12. At least two staff members are to remain on site until all children have departed.
13. The assistance of all staff members and volunteers is needed in administering the procedures and creating a safe environment.

*A volunteer who has not had a background check and safe environment training must NOT be alone with minors. If the volunteer is under the age of 18, they are a minor, and should not be left with minor participants unless they are supervised by an adult who has a background check and safe environment training.*

I have read this document and will adhere to the above expectations.

Name \_\_\_\_\_ Date \_\_\_\_\_

-updated 2019