

First Mount Zion Baptist Church
Volunteer Screening Committee-Child Abuse Prevention
CODE OF CONDUCT

In order to protect First Mount Zion Baptist Church, children/youth, and ministry volunteers, each ministry volunteer must sign this Code of Conduct and adhere to all guidelines.

1. At no time during a First Mount Zion Baptist Church ministry program may a volunteer be alone with a single child in an area where the volunteer cannot be observed by others. There should be at least two adults with the children at all times.
2. A volunteer shall never leave a child unsupervised.
3. When feasible, volunteers will ensure that a restroom is not occupied before allowing children to use the facilities. The volunteer must stand in the doorway while children are using the restroom. If a volunteer is assisting younger children, the door to the bathroom stall must remain open.
4. The volunteer shall not abuse children or use corporal punishment of any kind. This includes physical, verbal, sexual, and mental abuse or neglect. Any type of abuse will not be tolerated and is cause for immediate dismissal. In accordance with Virginia law, instances of suspected abuse will be reported to the Prince William County Department of Social Services.
5. The volunteer will respect children's right to not be touched in ways that make them feel uncomfortable. A child's right to say "No" is to be encouraged and respected. Other than diapering, children are not to be touched in areas of their bodies that would be covered by a bathing suit.
6. Volunteers will use appropriate touch including pats on the back or shoulder, side hugs, handshakes and high fives. Volunteers will refrain from full frontal hugging, touching of personal areas, or patting of the buttocks.
7. When disciplining a child, volunteers will use positive techniques of guidance, including redirection, positive reinforcement and encouragement rather than competition, comparison and criticism.
8. Volunteers will not give gifts or special favors to individual children, or show preferential treatment to a child or group of children to the exclusion of others.
9. Volunteers will not have private interactions through social media, computer or hand held devices with any children in the ministry program.
10. Volunteers will respond to children with respect and consideration and treat all children equally regardless of sex, race, religion, sexual identity, or culture.
11. Volunteers will refrain from intimate displays of affection, profanity, inappropriate jokes, sharing intimate details of one's personal life. Any kind of harassment is prohibited.
12. Under no circumstance should volunteers release children to anyone other than the authorized parent, guardian, or other adult per written parent/guardian authorization on file with the First Mount Zion Baptist Church ministry.
13. Volunteers are required to complete the volunteer screening process prior to serving. All volunteers must report any suspicion of child abuse as indicated in the church's Child Abuse Reporting Procedures.
14. I attest that I have committed no criminal offenses since my original criminal background check.

I understand that any violation of this Code of Conduct may result in removal from volunteer position.

Volunteer's Name (Print)

(Signature & Date)

Ministry Leader's Name (Print)

(Signature & Date)

