**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 annually and adhere to all guidelines.***

1. At no time during a First Mount Zion Baptist Church ministryprogram may a volunteer be alone with a single child in an area where the volunteer cannot be observed by others. At least two adults should always be with the children.

2. Volunteers 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 avolunteer is assisting younger children, the doorto the bathroom stallmust remain open.

4. Volunteersshall not abuse children or use corporal punishment of any kind. This includes physical, verbal, sexual, andmental 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. Volunteers 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 on their chest, stomach, pelvic area, or buttocks.

6. Volunteer***s*** will use appropriate touch including pats on the back or shoulder, side hugs, handshakes, high fives, and fist bumps.

7. When disciplining a child, ***v***olunteer***s*** will use positive techniques of guidance, including redirection, positive reinforcement, and encouragement rather than competition, comparison and criticism.

8. Volunteer***s*** 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. Prior to engaging in communication through social media, computer, or handheld devices with any children in the ministryprogram, a signed parental consent form must be on file. Another adult must be copied on the communication.

10. Volunteer**s** will respond to children with respect and consideration and treat all children equally regardless of sex, race, religion, sexual identity, or culture.

11. Volunteer***s*** will refrain from intimate displays of affection, profanity, inappropriate jokes, and sharing intimate details of one’s personal life. Harassment of any kind is prohibited.

12. Under no circumstance shouldvolunteer***s*** release children to anyone other than the authorized parent, guardian, or other adult perwritten 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.

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**Volunteer’s Name (Print)       (Signature & Date)**

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**Ministry Leader’s Name (Print) (Signature & Date)**

**Revised 03/2024**