



First Congregational Church of LaGrange
100 S. Sixth Avenue, LaGrange, Illinois 60525

EMPLOYEE & VOLUNTEER COVENANT

I will:

- Treat everyone with respect, loyalty, patience, integrity, courtesy, dignity, and consideration.
- Avoid situations where I am alone with a child and/or youth at church activities.
- Use positive reinforcement rather than criticism, competition or comparison when working with children, youth and/or anyone.
- Refuse to accept expensive gifts from children, youth and/or anyone without prior written approval from the senior minister or moderator.
- Refrain from giving expensive gifts to children, youth and/or anyone without prior written approval from the parents or guardian and the senior minister or moderator.
- Report suspected abuse to the senior minister, moderator, or appropriate supervisor with the understanding that it may be reported to Illinois Department of Children and Family Services.
- Cooperate fully in any investigation of abuse of a child, youth and/or anyone.
- Use age-appropriate language in the presence of children, youth and/or anyone.
- Use discretion in the use of tobacco products in the presence of children, youth and/or anyone.

I will not:

- Allow or enable the use of tobacco products by children and/or youth under the age of 18.
- Use, possess, or be under the influence of alcohol at any time while volunteering.
- Use, possess, or be under the influence of illegal drugs while volunteering.
- Knowingly pose any health risk to anyone (i.e., no fevers or other contagious situations).
- Strike, spank, shake, or slap children, youth and/or anyone.
- Humiliate, ridicule, threaten, or degrade children, youth and/or anyone.
- Make inappropriate or sexual comments at or about any child, youth and/or anyone.
- Touch a children, youth and/or anyone in a sexual or other inappropriate manner.
- Use discipline that frightens or humiliates children, youth and/or anyone.

I understand that any action inconsistent with this Code of Conduct or failure to take action mandated by this Code of Conduct may result in my removal as a volunteer or employee.

Volunteer's/Employee's Printed Name

Volunteer's/Employee's Signature

Date