



Code of Ethics

It is the policy of the Catholic Diocese of Phoenix that any sexual, physical, or emotional abuse of minors is not acceptable and will not be tolerated.

Diocesan personnel, volunteers, and outside organizations while working in their scope of ministry shall:

- Abide by the Diocese of Phoenix *Policy and Procedures for the Protection of Minors*
- Maintain healthy boundaries by adhering to the chart of interactions and behaviors found in Appendix III of the *Policy and Procedures for the Protection of Minors*
- Exhibit the highest Christian ethical standards and personal integrity
- Conduct themselves in a manner that is consistent with the discipline, norms, and teachings of the Catholic Church
- Provide a professional environment that is free from all forms of abuse including intimidation and harassment
- Accept personal responsibility to protect all minors from all forms of abuse
- Report concerns about boundary violations or other questionable behaviors and circumstances to the program supervisor, pastor or principal
- Immediately report any suspected abuse or neglect of a minor in accordance with the Arizona state law and policies of the Diocese of Phoenix

Diocesan personnel, volunteers, and outside organizations while working in their scope of ministry shall not:

- Abuse a minor
- Take advantage of supervisory and/or authoritative relationship, or any relationship of trust for their own benefit

Because it is impossible to compile a comprehensive list of specific acts constituting misconduct, diocesan personnel, volunteers and outside organizations must use common sense, guided by the principles set forth above, to direct their behavior and to abide by the current Diocese of Phoenix *Policy and Procedures for the Protection of Minors*.

By signing below I am stating that I have received a copy of this *Code of Ethics*, I have read it, understand it, and I agree to abide by it. I also understand that by signing below I agree to abide by the Diocese of Phoenix *Policy and Procedures for the Protection of Minors*.

A violation of this *Code of Ethics* can result in disciplinary action up to and including removal from serving in programs and/or termination of employment.

Check One:

- | | | | |
|--|---|---|------------------------------------|
| <input type="checkbox"/> Priest | <input type="checkbox"/> Deacon | <input type="checkbox"/> Religious Brother | <input type="checkbox"/> Employee |
| <input type="checkbox"/> Seminarian | <input type="checkbox"/> Deacon Candidate | <input type="checkbox"/> Religious Sister | <input type="checkbox"/> Volunteer |
| <input type="checkbox"/> Volunteer (Serves Minors) | <input type="checkbox"/> Volunteer (SVPD/Pastoral Care) | <input type="checkbox"/> Outside Organization | |

Date Printed Last Name Printed First Name Signature