



**Catholic Diocese of Phoenix**

# Code of Ethics

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

**Employees and volunteers while working in their scope of ministry shall:**

- Abide by the *Diocese of Phoenix 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 and adults from all forms of abuse
- Report concerns about boundary violations or other questionable behaviors and circumstances with the program supervisor, pastor or principal
- Report promptly, in accordance with the law of the State of Arizona and policies of the Diocese of Phoenix, any suspected abuse or neglect of a minor
- Call the Office of Youth and Child Protection for clarification when in doubt of policy or procedure

**Employees and volunteers 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, employees and volunteers 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 this I am stating that I have received a copy of this Code of Ethics, I have read it, and understand it, and I agree to abide by it. I have also read and understand the current *Diocese of Phoenix Policy and Procedures for the Protection of Minors* and will abide by it as it helps me observe this Code of Ethics.

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 (SVDP/Pastoral Care) |                                   |

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Date                      Printed Last Name                      Printed First Name                      Signature