

## **Code of Ethics specific to intervention within minors under the law and vulnerable adults.**

This code of ethics is provided, discussed and signed during stage 8 - "Orientation and training" of the filtering process.

This code of ethics is to define a general framework within the attitude and behavior of pastoral workers should be located. This Code of Ethics applies to two levels to be described as:

- Ethics toward the Church
- Ethics towards people

### **Ethics towards the Church**

The Church is the whole people of God in motion to follow Christ but also an institution that has its leaders, its structure and operating rules. Through its "institutionalized" aspect, the Church is known by the public in Quebec. It enjoys a certain notoriety and represents, in the eyes of Quebec society, an incarnation of the message of Jesus Christ.

1. Stakeholders acknowledge that they have a responsibility in the perception the public may have of the Church.
2. Stakeholders represent the Catholic Church. They need to advocate the teaching of the Church and to apply it to their own lives.
3. As part of their pastoral work, stakeholders act to the best of their knowledge and capabilities. They carry out their commitments and treat their colleagues with respect, courtesy, honesty and good faith.
4. The stakeholders recognize that they are not "owners" of their pastoral work and its fruits. They perform a task that is conferred by their community and to whom they are accountable. They act in concert with other adults at different parish or diocesan levels.
5. The speakers comply with the standards, policies and procedures that are given to them by the parish and / or diocese.
6. Stakeholders know they need to be in solidarity with decisions or directions taken by the competent bodies.
7. Finally, stakeholders know that their commitment must be "in truth" in accordance with their values, their faith and their conscience. The commitment in the Catholic Church is never an obligation or a constraint.

### **Ethics towards people**

Overall, ethics towards people are based on principles of respect for their physical and psychological integrity. This code of ethics to people recognizes the dignity of the person and his potential for growth and human and spiritual development. At any time, stakeholders as well as persons supervising pastoral ministers will be concerned about the protection and safety of people in their care as well as volunteers and staff. We detail here the various aspects related to the task or stakeholder engagement:

#### Aspects related to the pastoral role

1. Stakeholders working with the pastor of the community and / or persons in connection with the pastoral task (CSR, pastoral agent, group leader, etc.).
2. Stakeholders are competent in their duties. They accept and care about their training according to the possibilities offered to them.
3. Stakeholders should respect the different expressions of devotion and spirituality of the Catholic faith.
4. Stakeholders recognize that faith is not measured. They know that there are different levels in the development of faith. They follow the path of the people entrusted to them and their parents and are willing to walk with them.

#### Aspects related to the principle of inclusion

5. Stakeholders recognize the dignity of every person. Their behavior and words show respect and consideration they have for people.
6. Stakeholders establish healthy relationships with young people regardless of their age, gender, ethnicity, sexual orientation, socioeconomic status and / or any physical or cognitive deficits. And with adults, they have no discriminatory attitudes because of their marital status, political affiliation or their opinions.
7. Stakeholders ensure that every person has access to resources and services despite handicaps or deficits that may affect some people.

#### Aspects related to the principle of responsibility and accountability

8. In the performance of their duties, stakeholders report to the pastor of the community or to the designated responsible for the supervision of their work about their attitudes and their duties. They understand and respect the different levels of parish and diocesan authority.
9. The stakeholders deserve the trust placed in them. They act responsibly and carefully with the material or funds entrusted to them.

#### Aspects related to the duty of confidentiality

10. Stakeholders respect the confidentiality of files entrusted to them. When they manage people contacts, they treat the data available in respect to the privacy of individuals and in accordance with the obtained permissions.
11. Stakeholders respect the confidentiality inherent to their pastoral care. Also as part of their mandate or their duties, they greet and meet with discretion the progress of those they accompany.
12. Furthermore, as part of his/her pastoral function, the stakeholder recognizes that there is no reason why a young person or an accompanied person should keep a "secret." In any case, the stakeholder should never require that we keep a "secret."

#### Aspects related to the behavior of stakeholders

13. Stakeholders are aware that their work or their ministry gives them a potential influence over the people they accompany. Also, their relations should be limited to the only extent required by their duties.
14. Stakeholders agree to be positive role models for integration of faith in their daily lives as expected of a disciple of Christ.

15. In addition to the parish or diocesan requirements set at the beginning, stakeholders should never expect, require or accept any compensation, benefits or services from the people whom they serve.

16. Stakeholders impose a clear course that orders "professional" limits to the relationships they establish with people. All behavior, gestures, words or attitudes of emotional, erotic or sexual connotation are prohibited.

17. The workers know that it is forbidden to promote, purchase or consume alcohol, cigarettes, drugs or other illegal substances in the presence of minors.

18. Stakeholders strictly follow the instructions of parents, guardians or persons in authority in regard to drugs. They make sure to get the proper written consent.

Aspects related to the reference obligation

19. The stakeholders recognize that their pastoral care has limits. They do not replace parents or qualified professionals (psychologists, doctors, therapists, health professionals, social workers, lawyers, accountants, etc.). In addition, they accept the obligation to report cases of abuse or negligence caused by a third party.

Aspects related to Parish and / or diocesan policies

20. Stakeholders are informed and comply with policies and procedures established by the parish and / or diocese. They pay special attention to policies governing sexual behavior, human safety, transport and travel, ratios stakeholders / beneficiaries set, parental permissions, the conditions of insurability.

I have read the Code of Ethics and agree to respect it throughout the entire period in which I exercise my functions.

Signed at \_\_\_\_\_ on \_\_\_\_\_

Name of the volunteer / employee \_\_\_\_\_

Representative of the parish /Office/Service. \_\_\_\_\_