

## APPENDIX D

### CODE OF ETHICS

While acting in the capacity as a Worker, Screened Adult Worker, or Screened Teen Worker given the responsibility of working with, supervising, chaperoning, or caring for minors on behalf of the Walnut Creek Church of Christ (“WCCC”), the following rules shall apply.

1. Smoking or using tobacco products in the presence of minors is prohibited.
2. Using, possessing, or being under the influence of alcohol, or illegal or illicit drugs, in the presence of minors is prohibited.
3. Workers responsible for minors shall not abuse such minors, including:
  - a. Any direct observations or evidence of sexual activity in the presence of or in association with a minor;
  - b. Any display or demonstration of sexual activity, abuse, insinuation of abuse, or evidence of abusive conduct towards a minor;
  - c. Sexual advances or sexual activity of any kind between any person and a minor;
  - d. Sexual advances or sexual activity of any kind to a minor;
  - e. Infliction of physically abusive behavior or bodily injury to a minor;
  - f. Physical neglect of a minor, including failure to provide adequate supervision in relation to the activities of WCCC;
  - g. Mental or emotional injury to a minor;
  - h. The presence or possession of obscene or pornographic materials on WCCC property or at any function of WCCC;
  - i. The presence, possession, or being under the influence of any illegal and/or illicit drugs; and
  - j. The consumption of or being under the influence of alcohol while leading or participating in a function for minors of WCCC.
4. Access to all records regarding employees and volunteers of WCCC are limited to the WCCC Administrator.
5. Workers must periodically update their Screening Forms.
6. Workers must treat all people of all races, religions, and cultures with respect and consideration.

7. Workers shall not use or tolerate the use of profanity in the presence of minors.
8. Workers must be free of physical and psychological conditions that might adversely affect any minor's health, including, but not limited to, contagious disease.
9. Workers will portray a positive role model for minors by maintaining an attitude of respect, loyalty, patience, courtesy, and maturity.
10. Workers will be expected to act and react with Christian love and understanding in all situations.
11. Workers will do everything in their power to avoid being put in a situation where they are alone with a minor other than their own child.

I understand that as a worker for WCCC responsible for minors I will be subject to a background check, including criminal history.

I understand that any violation of this Code of Ethics may be grounds for removal as a worker working with minors.

Print Name: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_

## **Teen Volunteer Requirements**

1. Read and fully complete the following forms:
  - Teen Volunteer Screening Form signed by the teen and their parent/guardian (Appendix E)
  - Code of Ethics (Appendix D)
2. Provide a hard copy or digital photo of yourself (email digital photo to [snewton65@comcast.net](mailto:snewton65@comcast.net)).
3. Letters of reference will be mailed (or emailed) by Sharon Newton or Texas contact to persons designated by the applicant.
  - Inform your reference that they will be receiving a call regarding Opportunity Camp.
  - Parents and close relatives are not to be used as references.
4. Attend a training session regarding the WCCC Child Protection Policy (this will be provided at camp).

Mail completed forms and photos to:

Sharon Newton, Child Protection Coordinator  
Walnut Creek Church of Christ  
500 Minert Rd.  
Walnut Creek, CA 94598  
[snewton65@comcast.net](mailto:snewton65@comcast.net)  
(510) 713-2220