

Leader Behavioral Covenant

As a Leader in an Ohio Conference UCC program or event involving minors and/or vulnerable adults, I understand I have a special role and responsibilities related to protecting the safety and security of participants in my charge. I understand that I am representing my family, my local church and the Ohio Conference with my words and actions. I also understand that my thoughts and actions are a reflection of the lived faith to which we are all called as followers of Jesus. I understand that I am obligated to demonstrate and encourage Safe Conduct by being attentive to self-care, continuing education, maintaining personal boundaries, and supporting those who are vulnerable or in need of support or refuge. Every Leader should seek to protect vulnerable individuals of every kind. Leaders who are also authorized ministers are subject to the ministerial Codes of Conduct for their position, in addition to this policy.

While leading an Ohio Conference event or program, I will:

Initial	Expected Behavior
	Recognize my responsibility in preventing sexual exploitation, sexual harassment, abuse or mistreatment of minors, vulnerable adults, employees, or others by anyone engaged in ministry on behalf of the Ohio Conference UCC.
	Demonstrate appropriate physical contact or verbal interaction and prevent or re-direct inappropriate interaction or physical contact by others.
	Serve as a Mandated Reporter and disclose immediately suspected sexual exploitation, sexual harassment, abuse or mistreatment of minors, vulnerable adults, employees, or others.
	Recognize that these guidelines apply when communicating with others, including electronic communications and social media.
	Refrain from consuming alcohol or illegal drugs while you are functioning as a leader for a Conference program involving youth or vulnerable adults, whether you are on or off the program or event site.
	Refrain from bringing or using weapons of any kind during an Ohio Conference UCC program.
	Refrain from posting photos of minors or vulnerable adults on my personal social media pages and refrain from creating social media platforms designed for the Ohio Conference UCC event without permission of the Ohio Conference staff.
	Manage the risk of one-on-one contact between adults and minors.
	Act upon observations or allegations of behavior outside policy boundaries per the guidelines and procedures set forth by this policy.
	Understand how, by my action or inaction, I individually pose a risk to the conference in the form of legal liability or loss of reputation.

I understand that violations of this Behavioral Covenant may result in my being asked to leave my Ohio Conference UCC program or event early without refund and at my own expense.

Printed Name _____

Email _____

Signature _____ Date _____

