

**Standard of Ministerial Behavior and Boundaries**  
***Code of Conduct for all Church Personnel\****  
**Diocese of St. Cloud, Minnesota**

The public and private conduct of Church Personnel can inspire and motivate people, but can also scandalize and undermine people's faith. All Church Personnel need to conduct themselves in a responsible and honorable manner when they are representing the Church.

Therefore, all Church Personnel will:

- Adhere to diocesan policies.
- Maintain and encourage the highest ethical and professional standards.
- Report ethical or professional misconduct of themselves and of others.
- Use legal substances in a responsible manner.
- Build relationships with respect and professionalism.

While working with children, youth, and vulnerable adults, I will...

- Establish and maintain clear and appropriate boundaries.
- Protect them from risks of harm.
- Maintain confidentiality and trust.
- Conduct sessions in public spaces, whenever possible.
- Whenever possible, have two adults present.
- Avoid inappropriate physical contact, including but not limited to: touching inappropriately, slapping, spanking, striking.
- Use words that support and encourage rather than humiliate, ridicule or threaten.
- Use social media and electronic communications appropriately and by seeking parental/guardian consent when necessary.

\*Church Personnel include bishops, priests, deacons, religious, seminarians, lay people as employees and volunteers.