

FAIRMOUNT PRESBYTERIAN CHURCH

Volunteer Application Form

We appreciate your willingness to share your faith, gifts and skills with the community we serve. The information gathered in this application is designed to help us provide the safest and highest quality programs for the people of our community, which is of utmost importance to us.

I, _____, an employee/volunteer at **Fairmount Presbyterian Church**, acknowledge, understand, and agree to abide by certain standards of conduct as a condition of my employment or volunteer work at **Fairmount Presbyterian Church**. I further agree to at all times refrain from engaging in any type of "prohibited behaviors," or physical, emotional, or behavioral "boundary violations" as set forth below:

PROHIBITED BEHAVIORS:

- Using, possessing, or being under the influence of alcohol or any illegal drugs while in a leadership role with Minors.
- Providing or allowing minors to consume alcohol or drugs.
- Swearing in the presence of minors.
- Discussing sexual activities with minors (unless it is a specific job requirement and the employee/ volunteer is trained to discuss these matters) unless part of a sexuality course.
- Being nude in the presence of minors.
- Sleeping in the same beds or sleeping bags with minors.
- Engaging in sexual contact with minors.
- Or possessing any sexually oriented or morally inappropriate materials, such as magazines, cards, videos, films, clothing, etc... in the presence of a minor.

PHYSICAL BOUNDARY VIOLATIONS:

- Any form of unwanted affection.
- Kisses on the mouth.
- Holding or hugging when a child resists.
- Too many hugs or hugs with too much body contact.
- Touching bottoms, chests, or genital areas.
- Patting children on the thigh, knee or leg.
- Giving or receiving any type of massage.
- Games involving inappropriate touching.
- Wrestling, or tickling.
- Putting legs around a child.
- Lying down or cuddling with a minor.
- Or showing affection in isolated areas such as bathrooms, closets, restricted areas or private rooms.

EMOTIONAL BOUNDARY VIOLATIONS:

- Calling, e-mailing or texting a child for purposes other than those directly related to school or ministry.
- Excessive involvement in a minor's personal, non-school related activities.
- Acting too possessive.
- Singling out a particular child at the expense of other children present.
- Asking a child to keep secrets.

BEHAVIORAL BOUNDARY VIOLATIONS:

- Complimenting a minor's physique or body development.
- Offering minors cigarettes or other smoking materials.
- Allowing minors to visit inappropriate websites.
- Providing to and/or receiving from minors gifts of money without parent permission.
- Ridiculing the beliefs of a minor's parents.
- Or, asking a minor to keep secrets from the minor's parents.

Y	N	Have you ever been charged with a sexual offense?
Y	N	Have you ever been charged with a sexual offense relating to children?
Y	N	Have you ever been a defendant in a civil lawsuit alleging sexual misconduct?
Y	N	Have you even been reported to any organization or registry for abuse or misconduct involving children or adults?
Y	N	Do you have any disciplinary action or investigation pending by an employer, other organization, professional association or licensing body for sexual misconduct, or any misconduct involving children?

Y	N	Have you ever been disciplined or dismissed from any volunteer position or employment position following an allegation of sexual misconduct or other inappropriate behavior?
Y	N	Have you ever been reprimanded or asked to leave or end your membership in a volunteer, civic, or non-profit organization?
Y	N	Have you ever been the subject of a complaint or disciplinary proceeding brought against any professional license or professional affiliation held by you?

***** Please initial each of the statements below *****

- I have read and understand the Child Protection Policy and agree to abide by the conditions outlined in it.
- I declare that all statements contained in this application are true and that any misrepresentation or omission is cause for rejection of my application, or dismissal from my work with Fairmount Presbyterian Church.
- I hereby authorize Fairmount Presbyterian Church to conduct a personal and professional background check for the purposes of my application at Fairmount Presbyterian Church.
- Fairmount Presbyterian Church may contact any references, past and current employers, church, youth organizations, agencies where volunteer service has been completed and any individual or organization which might be relevant to my desired position. I hereby release all of the above stated persons from any and all liability for damages that might occur during contact with the individuals for purposes of employment or volunteer services.
- I also hereby give complete permission for Fairmount Presbyterian Church to conduct a criminal background check, arrest records check, abuse registry check, and driving record check for the purposes of my employment or volunteer services and I waive any right that I may have to inspect any information provided about me by the aforementioned persons.
- I understand that a criminal background check will be conducted prior to and during my service. I authorize investigations of all statements contained in this application.
- I agree to observe all of the guidelines and policies for the program in which I am applying.
- I understand that Fairmount Presbyterian Church has ZERO TOLERANCE FOR ABUSE and takes all allegations of abuse seriously. I further understand that Fairmount Presbyterian Church cooperates fully with the authorities to investigate all cases of alleged abuse. Abuse of minors is grounds for immediate dismissal and possible criminal charges.
- I declare that I have not perpetrated physical abuse, sexual abuse, emotional abuse, or neglect against a minor and that I have never been accused of these acts.
- I understand that I can withdraw my application process at any time.
- I understand and agree that false statements and/or omissions regarding past conduct and/or a present situation may be grounds for denial of the application to provide employment and or volunteer services and that refusal to inform Fairmount Presbyterian Church of the contents of a sealed criminal record will result in the automatic denial of the application.
- My signature indicates that I have read and understood the above stated information within this release and am signing below of my own free will.

I have read and fully understand the foregoing standards of conduct and agree to abide by them as a condition of my employment or volunteer work at Fairmount Presbyterian Church.

(Signature)

(Date)