

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

This code of ethics is a formal step in the process of developing the Responsible Pastoral Ministry. It is discussed and signed during stage 8 - "Orientation and training" of the review and validation process.

The code of ethics defines the framework that the pastoral workers and volunteers (Stakeholders) need to adhere to in regards to attitude and behavior when carrying out their duties. 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. It is also an institution that has its leaders, its structure and operating rules. As an institution, the Church is known by the public in Quebec. It enjoys a certain notoriety and represents, an incarnation of the message of Jesus Christ, in the eyes of Quebec society.

1. Stakeholders acknowledge that they have a responsibility in the perception the public may have of the Church.
2. Stakeholders represent the Catholic Church. There is an expectation to advocate the teachings of the Church and to apply it to their own lives to the best of their abilities.
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 stakeholders 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 align 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 is based on principles of respect for their physical and psychological integrity. This code of ethics 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 should be aware of the need for protection and safety of people in their care as well as volunteers and staff. Detailed here are 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 are answerable to the pastor of the community or to the designated responsible for the supervision. They must maintain a positive attitude and 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 with respect to the privacy of individuals and in accordance with the permissions obtained.
11. Stakeholders respect the confidentiality inherent to their pastoral care. Always within the framework of their mandate or their tasks, they welcome and respect with discretion the persons whom they accompany.
12. In the context of his pastoral function, the stakeholder acknowledges that there is no reason why a young person or the accompanied person of whom he/she has the charge, should keep a "secret". In no case should the stakeholder ever demand that a "secret" be kept.

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 need to demonstrate clear leadership and establish and maintain "Professional" relationships with people in their charge. All behaviors, gestures, attitudes or words with sentimental, erotic or sexual abuse 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 medication. 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 acknowledge 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, parental permissions, the conditions of insurability. The ratio of stakeholder to persons they are charged with must be respected.

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. _____