

Archdiocese of Boston

Parental/Guardian Form for a Child under 18 RELEASE AND INDEMNIFICATION AGREEMENT

I, the lawful parent or guardian of _____ ("my child", which as used below shall include any and all of my aforementioned children participating in the below event and activities), on behalf of myself and my child, irrevocably release from all liability to the fullest extent permitted by the law, and hereby agree to indemnify, defend and hold harmless the Roman Catholic Archbishop of Boston, a corporation sole, its officers, agents, representatives, volunteers, chaperones, clergy, religious and employees including any and all parishes and ministries thereof (**collectively, "RCAB"**), from and against any and all liability, demands, actions, causes of action, claims, judgments, cost and expense, including but not limited to attorneys' fees, known or unknown at this time, arising out of or in any way related to any injury, illness, loss or other damage to person or property incurred: (a) by my child and/or myself while participating in or traveling to or from, or in any way arising out of, the following event or activity:

(EVENT NAME at VENUE NAME, CITY/TOWN, STATE on DATE)

and/or (b) by any other person sustaining or alleged to have sustained any injury, illness, loss or expense, including attorneys' fees, by reason of my child's or my negligent or wrongful act or omission.

I agree to instruct my child to cooperate with and follow the rules of the event or activity referenced above and any instructions of the RCAB. In the event my child does not cooperate with or follow same I agree that my child shall withdraw from the event or activity referenced above and that I shall, at my sole cost and expense, arrange for the immediate transportation of my child from the event or activity referenced above to my home, if so requested by RCAB.

MEDICAL AUTHORIZATION

I appoint RCAB or its agents as my lawful attorney-in-fact, to act for me in my name and stead and on my behalf, in any way that I would, in the reasonable and sole judgment of RCAB be expected to act if I were personally present, with respect to any injury, illness or medical emergency occurs during the activity. I authorize RCAB or its agents to give any and all consents and authorizations to any physician, dentist, hospital or other persons or institutions pertaining to any emergency medications, medical or dental treatments, diagnostic or surgical procedures or any other first aid and/or emergency actions as our attorney-in-fact shall deem necessary or appropriate for the best interest of my child/ward. I understand that RCAB through its agents will make a reasonable attempt to contact me as soon as reasonably possible in the event of medical emergency involving my child/ward.

The release/indemnification/defense provisions above shall apply to any such decision or action. The powers and authority granted herein may be revoked prospectively by written notice delivered in-hand to RCAB, provided that in such notice I confirm that I am immediately assuming full responsibility for all decisions and actions as to my child/ward's welfare and health. Absent receipt of such written notice this power of attorney shall not be affected by my disability, incapacity or adjudicated incompetence.

Archdiocese of Boston

This power of attorney shall lapse automatically upon completion of the activity listed above that my child/ward is participating in or attending and related activities, and travel if any, and the return of my child/ward to me or my designee. Any revocation of such powers and authority shall not affect any other provision of this Release and Indemnification Agreement, each of which shall continue in full force and effect.

I understand and agree that RCAB is not and shall not be responsible for assuring that my child/ward takes any medication, prescription or otherwise, which may be indicated for my child/ward. There are no medical or psychological conditions, nor any life-threatening allergies to foods or medicines, that would limit my child/ward's full participation in the activity or require any special precautions except as I list here:

List any current medications and dosage (prescription and over-the-counter) that the RCAB might need to know about should an emergency arise here:

My child requires an EpiPen: Yes ☐ No ☐ If "yes," I will ensure my child has an EpiPen with him/her at all times. He/She will be responsible for administering treatment.

If any change occurs in the information that I provided with respect to emergency contacts or medical information, I shall provide immediate written notification of such change to the RCAB.

As evidenced by my signature below, RCAB and/or an agent thereof may use my child/ward's portrait or photograph for promotional purposes related to the advancement and development of the ministry of the Roman Catholic Church and the Archdiocese of Boston, and I hereby release, indemnify and agree to defend under the provisions above the RCAB and its agents from any and all liability, loss, damage and expense, including attorneys' fees, resulting from such use.

☐ I grant permission for my child/youth to be driven by approved chaperones of this trip.

By signing below, I verify that I have carefully read and understand this statement and I am signing it freely and voluntarily in consideration of the RCAB's agreement to allow my child/ward to participate in this voluntary activity, trip or event, and as an inducement to the RCAB to permit such participation, without which it would not do so. I request that my child/ward be allowed to participate in the above-referenced activity, trip or event.

Signature of Parent or Guardian: _____ Date _____

Signature of child: _____ Date _____

Archdiocese of Boston

PLEASE PRINT THE FOLLOWING INFORMATION

Name of person signing this form: _____

Name of child: _____

Date of Birth of child: ____ / ____ / ____

Street Address: _____ City: _____ State: _____ Zip: _____

Parent/Guardian Phone:

Work: _____ Home: _____ Cell: _____

#1 Emergency Contact (other than yourself): _____

Relationship to child: _____

Emergency Contact Phone:

Work: _____ Home: _____ Cell: _____

Family Doctor

Name: _____ Phone: _____

Child's Health Insurance Provider: _____ Membership Number: _____

Name of Parish/School & Town: _____

Special Needs or Considerations for Your Child/Other Comments: _____



Archdiocese of Boston

CODE OF CONDUCT FOR VOLUNTEERS **OF THE ROMAN CATHOLIC ARCHDIOCESE OF BOSTON**

Updated November 2024

The Roman Catholic Archbishop of Boston (the “Archbishop”) places the highest value on the integrity and high moral standards of those who volunteer in support of the work of the Church. With these principles in mind, the Archbishop, in both his canonical role and on behalf of Roman Catholic Archbishop of Boston, a Corporation Sole (“RCAB”), hereby promulgates this Code of Conduct for Volunteers (the “Code” or “Code of Conduct”).

This Code of Conduct shall apply to all volunteers (“Volunteers”) who support central ministries, parishes, shrines, chapels, and/or parish schools. A “Volunteer” means an individual who performs authorized voluntary service to or for the benefit of RCAB or any department, institution, affiliate or agency thereof, without compensation, for the benefit of the Church and in aid of a recognized RCAB purpose. A Volunteer is not an employee and may be released at any time, without cause or reason, and without right of appeal. This Code shall not apply to separately incorporated organizations, including, but not limited to, Catholic Charities, independent Catholic Schools, or other Catholic organizations. However, those organizations are encouraged to adopt a Code of Conduct based upon this model.

Responsibility for adherence to the Code rests with each individual. It is required that all Volunteers shall have read the Code carefully and understand what is expected of them in their respective roles with the Archdiocese of Boston.

Principles of Ethics and Integrity

As representatives of the Church and of the Archbishop, all Volunteers must act responsibly and in a manner that will reflect favorably on the Church and the Archdiocese.

Accordingly:

1. Volunteers will, in the exercise of their responsibilities for the Archdiocese, conduct themselves in a manner that is consistent with the teachings of the Roman Catholic Church as enunciated by the Holy Father and the Bishops in communion with him; more specifically, Volunteers shall, in all such matters, accept, rely upon and defer to the teaching authority of the Archbishop in all matters of faith and morals.

2. Volunteers will exhibit the highest ethical standards and personal integrity.
3. Volunteers will continually and objectively examine and evaluate their own actions and intentions to ensure that their behavior promotes the welfare and reputation of the Archdiocese.
4. Volunteers will follow applicable federal, state and local laws and regulations, including, without limitation, mandated reporting requirements to the extent legally applicable.
5. Volunteers will establish clear, appropriate boundaries with anyone with whom they have a relationship in their role as a Volunteer.
6. Church Personnel will be responsible stewards of the resources, human and financial, of the Archdiocese, which are entrusted to them in their role as a Volunteer.
7. Volunteers must not engage in or encourage physical, psychological, written, social media-based or verbal harassment of individuals with whom they interact and should seek to provide and preserve a professional environment that is free from intimidation and harassment.
 - Harassment encompasses a broad range of physical, written, social media-based, or verbal behavior, including, but not limited to: physical or mental abuse, racial insults, derogatory ethnic slurs, bullying, unwelcome sexual advances or touching, sexual comments or sexual jokes, requests for sexual favors used as a condition of employment, or to affect other personnel decisions, such as promotion or compensation, and the display of offensive materials.
 - Harassment can be a single severe incident or a persistent pattern of behavior where the purpose or the effect is to create a hostile, offensive, or intimidating work environment.
8. Volunteers working with children and youth under age 18 and any individual over the age of 18 who habitually lacks the use of reason (“Protected Individuals”) must maintain an open and trustworthy relationship with them and their parents, guardians or other adults responsible for their welfare, must be aware of their own and others’ vulnerability when working alone with them and should consider a collaborative approach when working with them.
 - Physical contact with Protected Individuals can be misunderstood and should occur only when completely nonsexual and otherwise appropriate under the circumstances, and never in private. One-on-one meetings with any Protected Individual are best held in a visible and accessible location, or if that is not

feasible, then another appropriate individual should be notified about the meeting.

- Volunteers should always refrain from a) the illegal possession and/or illegal use of drugs and/or alcohol, and b) the use of alcohol when working with Protected Individuals. Adults should never purchase or otherwise provide access to alcohol, drugs, cigarettes, or any inappropriate videos or reading material (such as pornography) to Protected Individuals.
- The following actions are specifically prohibited :
 - Permitting, causing, encouraging or assisting in the depiction of or posing for viewing by any person, either in person or by way of graphic means including digital or photographic image of the partially or fully unclothed body of a child, displaying intimate parts, in motion or not in motion, alone or with other persons, or the depiction of a child in apparent observation of sex acts by others in the child's presence;
 - Displaying or distributing to a child any picture, photograph, book, pamphlet, digital image, movie or magazine the cover or content of which is principally made up of descriptions or depictions of sexual acts or contact, or which consists of pictures of nude or partially nude figures posed or presented in a manner which the average person applying contemporary community standards would find, taken as a whole, appeals to the prurient interest.
-
- Other than under emergency circumstances, Volunteers should not provide shared, private, or overnight accommodation for anyone, including, but not limited to, accommodations in any Church-owned facility, private residence, hotel room, or any other place where there is no other adult supervision present, if applicable.

Confidentiality

All Volunteers should be respectful of the privacy of others with whom they come in contact in their role as Volunteers. Confidentiality, where appropriate, should be honored at all times.

Volunteers Well-being

Volunteers have the duty to be responsible for their own spiritual, physical, mental, and emotional health. They should be aware of warning signs that indicate potential problems with their own spiritual, physical, mental, and/or emotional health, and seek help immediately whenever they notice behavioral or emotional warning signs in their own professional and/or personal lives.

Modesty Guidelines

During the trip, we encourage all participants to respect their own bodies and those of others in every sense, including through the way we dress. This effort is rooted in an understanding of each human person's dignity as being created in the image and likeness of God. We strive to call attention to the whole person through our dress and reject things that call attention to particular parts of the person which tend toward the objectification of another human being. We require all children/youth and adults to adhere to our modesty guidelines found below. These guidelines also apply for any "messy" clothes or other activities. Our chaperones/leaders will ask you to change if you are wearing something that violates the guidelines.

General Rules

- No inappropriate words or pictures on any clothing (i.e., vulgar language, violent, sexual, discriminatory, offensive, or tobacco/vape/e-cigarette/Juul/alcohol promoting content).
- No visible underwear
- No clothing with visible rips, tears, or holes
- No extremely tight clothing
- You must be fully dressed in all common areas (for example: shirts must stay on while playing sports, etc.)

Tops

- No cleavage-bearing or midriff-bearing shirts. Please make sure your shirt covers your entire stomach and back while sitting and with your arms raised above your head
- Shirts that are transparent (see-through), expose a bare back, halter tops, and tube tops are prohibited
- No tank tops – Short sleeves only. All shirts must also cover your chest and undergarments with nothing visible through armholes

Bottoms

- Must be worn at the waist (sagging is not allowed)
- No short shorts - All shorts must cover your thighs. Many activities involve bending, running, and sitting. If you place your hands at your sides, your shorts should be at least as long as your fingertips
- No tight pants - Please do not wear tights, leggings, yoga pants, or any style of form-fitting work-out pants unless they are underneath a top or additional bottom piece that reaches your fingertips

Swimwear

- Please be careful to consider and apply wherever possible these guidelines to the choice of swimwear such that it is not overly revealing or objectifying, while understanding that swimwear by its nature typically offers less coverage and a closer fit than other clothing.

Mass & Chapel

- Liturgies, any public prayer of the Church, are sacred and require reverence for God and others. Part of this reverence for God and others is found in appropriate dress. Therefore, the following additional guidelines regarding "church" attire apply:
 - Everyone will be expected to remove any hats, bandanas, gum, etc. during any liturgy or prayer time in the chapel
 - While more formal clothes are not required for Mass, nicer clothes for Masses is desirable
 - It is important to follow the particular local customs and protocols, especially during international travel