



Lutheran Cursillo[®] of Southern California

Code of Conduct & Behavior Standards for Team Members

Adopted June 30, 2014.

Lutheran Cursillo of Southern California (LCSC) has developed the following Code of Conduct and Behavior Standards for ALL Cursillistas. The purpose of this code is to outline standards of conduct for team members. All of our conduct should be based on the teaching of Jesus in Mark 12:31. "...Love your neighbor as yourself."

Code of Conduct

1. **Inclusion.** LCSC recognizes the dignity of each person. All participants will be treated respectfully without regard to gender, creed, national origin, age, sexual orientation, marital status, socioeconomic status or political beliefs. See, Romans 2:11
2. **Confidentiality.** LCSC respects confidentiality. Team Members who are aware of any injury, abuse, or molestation or suspect abuse or have witnessed suspicious behavior should immediately notify the Rector(a) or Head Spiritual Director. We will adhere to all civil laws concerning the reporting of neglect or abuse See, Hebrews 13:17
3. **Conduct.** Team Members will sustain respectful relationships with those they serve. They will maintain appropriate personal boundaries. They will model healthy and positive behaviors with all children, youth, and adults. See, Ephesians 4:24-25

Behavior Standards

1. Sexually explicit materials or sexual activity is not permitted. Any verbal or nonverbal sexual behavior is not permitted. Never speak graphically about sexual activities, including your own and do not allow others to do so See, Ephesians 5:4
2. Respect the integrity of every individual. Allow an individual to back away from your well-intentioned affection if he/she wishes. Use common sense and good judgment to guide you in your actions, for example, comfort someone by placing your arm around a shoulder and giving a gentle hug from the side. Make a point of showing affection to people in open places where others can see and share in the warmth. See, Colossians 3:12
3. Two adults should be present in group of children, youth, or vulnerable adults. If a situation should arise in which a Pastor must be alone with an the opposite sex, one additional adult should stay in view of them. See, 1 John 5:1.
4. If a person (or pastor) needs to have a private conversation with you, remove yourselves the necessary distance from others, but stay in view of the group or leave a door ajar. See, 1 Corinthians 10: 23-24
5. Any knowledge or suspicion of any Team Member having an inappropriate relationship with a child, youth, or adult must be reported promptly to the Rector(a) or Spiritual Director. See, 1 Corinthians 5:12
6. Dress attire is to be modest, neat and appropriate. Examples of inappropriate dress include low necklines, short shorts, short skirts and visible undergarments. See, 1 Peter 1:15-16
7. Never swear or use foul or abusive language in the presence of those you serve. Never humiliate, ridicule, threaten or degrade those you serve. Never use any discipline that frightens or humiliates children, youth, or vulnerable adults. See, Colossians 3.8
8. Physical force shall not be used to punish children, youth, or vulnerable adults. See, Hebrews 12: 5-7
9. Alcohol use is not permitted during ***any*** LCSC Activities. Non-alcoholic wine shall be used for communion. See, 1 Corinthians 6:12
10. All observed Code of Conduct violations must be reported to the Rector(a) or Spiritual Director.