First Presbyterian Church
Adult Participant Code of Conduct

This Code of Conduct outlines specific behavioral expectations for adults serving as Deacons, Session Members, Ushers, Stephen Ministers and other groups meeting on a regular basis at First Presbyterian Church.

First Presbyterian Church's top priority is keeping everyone safe. Any form of abuse or mistreatment of members, employees, and volunteers is prohibited. Members shall not abuse or mistreat employees, volunteers, or other members in any way. Use of abusive language, obscene or profane language, including racial, religious, or sexual references directed at other people will not be tolerated. It is important to treat others as you would like to be treated. Members shall not engage in verbal (including gossip and misrepresentation), emotional, physical, or sexual abuse or mistreatment of other members, employees, or volunteers.

Bullying

First Presbyterian Church will not tolerate the mistreatment or abuse of one Participant by another Participant. Bullying is an aggressive behavior that is intentional, is repeated over time. Bullying can take on various forms including physical bullying, verbal bullying, nonverbal or relational bullying, cyberbullying, sexualized bullying, and hazing. Anyone who sees an act of bullying, and who then encourages it, is engaging in bullying. This policy applies to all Members, employees, and volunteers.

Personal Relationships

Appropriate and supportive personal relationships between participants are encouraged. However, First Presbyterian Church strongly discourages inappropriate romantic relationships between members, participants, volunteers, or employees while attending church events. Participants who are not related to one another should not sit on others' laps, kiss, or engage in other sexual contact with other participants while attending church events. Additionally, there should never be a romantic or otherwise sexual relationship between a participant, member, or volunteer and an unrelated employee.

Electronic Communication

Members and employees/volunteers are expected to abide by the church's social media policy and child/youth/vulnerable adult protection policy as it applies to electronic communication.

Alcohol, Drugs, and Tobacco

Possession and/or use of alcoholic beverages, drugs, and tobacco products while at First Presbyterian Church is strictly prohibited. Members and visiters will not be permitted to participate in any program while under the influence of alcohol, drugs, or illicit substances.

Weapons

Weapons, and items that may be considered weapons, are prohibited. Anyone found to be in possession of such items will be required to leave, and the items will be confiscated. The authorities will be notified as appropriate.

Violence

Violence and threats of violence will not be tolerated at First Presbyterian Church, on our grounds, in our facilities, in other facilities being utilized or visited by First Presbyterian Church, or during First Presbyterian Church-sponsored activities and events.

Disruptive Behavior

Inappropriate or disruptive behavior is not permitted in First Presbyterian Church. This includes, but is not limited to, graffiti, littering, spitting, or throwing objects that could intentionally or unintentionally harm others or cause disorder.

Reporting

Because First Presbyterian Church is dedicated to maintaining zero tolerance for abuse, it is imperative that everyone actively participate in the protection of members and visitors. In the event that anyone observes or learns of any suspicious or inappropriate behaviors and/or policy violations on the part of any employee, volunteer or member, it is their personal responsibility to immediately report their observations or concerns.

Resolution

As a community of faith and recipients of the gospel of reconciliation, where appropriate, the first response after a report is received will be to work toward reconciliation between the parties involved.

Where the nature of the offense is such that a first step of working toward reconciliation is not appropriate, or where previous attempts at reconciliation have been rebuffed by one or more parties, the Session or its designees shall take appropriate action for the protection of the victims or recipients of violations of the code of conduct.

Where appropriate and required, civil authorities will be informed, and appropriate actions for the protection of all involved will be taken.

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Signature Date