

EXHIBIT XX

The following agreement is a resource provided for the use of all ecclesiastical organizations.

Volunteer Conduct Agreement
(for Volunteers of the Archdiocesan Ecclesiastical Organizations
whose duties DO NOT include regular contact with minors)

Name of Volunteer: _____

Name of Parish or Entity: _____

As a volunteer, I promise to adhere to the following principles:

- I will conduct myself in a manner that is consistent with the Church's discipline and teachings.
- I will have a positive and supportive attitude toward the Catholic Church, her teachings, and her work.
- I will refrain from public promotion or approval of any conduct or lifestyle that would reflect discredit or disgrace on, or cause scandal in relationship to, the parish, the organization, or the Archdiocese, or be in contradiction with Catholic doctrine or morals.
- I will inform the parish or organization of any publicly known/discoverable convictions, citations, accusations, etc., that may compromise my ability to effectively volunteer, or which could reflect poorly on the parish or organization should they become generally known.
- I will conduct myself in an honest and open manner, free from deception or corruption.
- I will witness in all relationships the chastity appropriate to my state of life, whether celibate, married, or single.
- I will respect the rights, dignity, and worth of every human being.
- I will refrain from physically, spiritually, sexually, or emotionally intimidating and/or otherwise abusing or harassing persons of any age in any manner, and promptly report any activity that I observe that is inconsistent with this obligation, whether directed at me or others.
- I will be aware that issues of age; gender; race; religion; physical, mental, and developmental disabilities; and language influence how the message of the Gospel is received and interpreted.
- I will refrain from posting any information or photographs regarding my volunteer service on any personal social media platform without the organization's written permission.
- I will not attempt to provide services in those areas in which I lack competence, as competence also means recognizing one's limitations.
- I will exercise responsible stewardship of resources (i.e., financial, parish or organization's physical property, program materials, time of parish or organization staff or other volunteers, etc.).

I understand that I may become aware of information regarding parishes, schools, parishioners, or students that is personal or confidential in nature and agree not to disclose to any third party such personal or confidential Information.

I understand that my failure to comply with any of the above items may result in me being prevented from further volunteering.

Signature of Volunteer

Date