

SHORT TERM OVERSEAS PROGRAMS

CODE OF CONDUCT

Maryknoll Fathers and Brothers are missionaries who come from the United States and who go out to 23 countries in Latin America, Asia, and Africa in service to the Church and the people of God. Maryknoll missionaries are engaged in the proclamation of the Gospel and inter-religious dialogue with peoples of other faiths. Maryknollers witness to their faith in Jesus through their life among the people and by fostering relationships of friendship. Many Maryknollers become involved in health and educational programs. Maryknollers reach out to the disadvantaged and marginalized and work for justice and peace.

Volunteers, although neither members nor employees of Maryknoll Fathers and Brothers, recognize that they are likely to be perceived by others as representing Maryknoll and the Maryknoll Fathers and Brothers.

Responsibilities of the Volunteer

In keeping with Maryknoll's policies and procedures the volunteer will:

1. Respect the different cultures and laws of the country where they serve.
2. Attend to their own well being and spiritual growth and support others in their developing well-being.
3. Uphold the value system of the Catholic Church while serving people of all faiths.
4. Have a generous spirit, the highest Christian moral standard and act as a good example to the people they serve.
5. Witness to the Gospel through simple community living and sharing their talents.
6. Project in all their actions a positive image and the values of Maryknoll and the Maryknoll Fathers and Brothers.

In their capacity a Volunteer, individuals specifically will not:

- Participate in any harassing behavior (**sexual or otherwise**), including but not limited to:
 1. Epithets, slurs, negative stereotyping or threatening, intimidating, or hostile acts.
 2. Written or graphic material displayed, possessed, or circulated that denigrates or shows hostility or aversion toward any individual or group.
 3. Intimidating, hostile, derogatory, contemptuous or otherwise offensive conduct or remarks.
 4. Retaliatory behavior such as making slanderous or libelous statements, withholding communication, information or resources.

- Engage in any behavior that may be harmful to the health and safety of the others.
- Engage in any behavior that may be detrimental to Maryknoll.
- Discriminate against any person on the basis of age, gender, race, creed, color, mental or sensory disability.
- Contribute to or pass along rumors or confidential information.

Should a Volunteer be found in violation of these standards, appropriate consequences will be determined. An infraction or disregard for this code of conduct may result in immediate removal from participation in the Pilgrimage Retreat Program.

I acknowledge receipt of this Code of Conduct
and agree that I am bound by it.

Signature of Volunteer

Date

Participant's Name (print)