

***First Unitarian Church of San José  
Religious Growth & Learning Program  
Staff and Volunteer Application***

Thank you for your interest in working with the children and youth of our congregation. Our congregation takes seriously our responsibility of assuring the safety of our youth. Please fill out this form and give it to the Associate Minister. Thank you for your support in providing a safe and secure environment for all of the congregation's children and youth.

NAME: \_\_\_\_\_  
First Middle Last \_\_\_\_\_  
Have you ever used a different name? \_\_\_NO \_\_\_Yes  
If yes, please list with dates: \_\_\_\_\_  
How long have you been attending this congregation? \_\_\_\_\_

ADDRESS: \_\_\_\_\_  
Street \_\_\_\_\_  
\_\_\_\_\_

TOWN STATE ZIP \_\_\_\_\_

Number of years at current address: \_\_\_\_\_  
If you have not lived at this address for at least 5 years, please list any previous addresses with dates.

In what states have you lived in since you were 18 years old?  
\_\_\_\_\_

Street \_\_\_\_\_  
Home Phone \_\_\_\_\_  
Work Phone \_\_\_\_\_  
Place of work \_\_\_\_\_

Number of years at current employment \_\_\_\_\_  
May we call your current employer for a character reference? \_\_\_ yes \_\_\_ no  
If not, please tell us why.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

A. Have you ever been convicted of any criminal offense? If yes, please explain.  
\_\_\_\_\_

B. Have you ever been accused of any crimes against a person, including rape, incest, sexual exploitation of a minor, or sexual or physical assault of a minor?

If yes, please provide details:

---

C. Have you ever resigned from employment or been disciplined or terminated by any employer for reasons related to sexual misconduct or child abuse?

If yes, please provide details:

---

D. Have you ever been convicted of any crimes against a person, including rape, incest, sexual exploitation of a minor, or sexual or physical assault of a minor?

If yes, please provide details:

---

E. Other than the above, is there any fact or circumstance involving you or your background that would call into question your being entrusted with the supervision, guidance, and care of children and youth?

If yes, please provide details.

---

***Congregation History and Prior Work with Children and Youth***

List congregations you have attended during the past five years.

Name of congregation: \_\_\_\_\_

---

City State

When did attend \_\_\_\_\_

List all previous work involving children and youth (list name, type of work performed, person you were responsible to)

---

---

---

Please list two references who are not relatives who have known you for at least three years and who are familiar with your character as it pertains to your experience with children or youth:

1) Name \_\_\_\_\_ Phone \_\_\_\_\_  
Address \_\_\_\_\_ Relationship to you: \_\_\_\_\_  
2) Name \_\_\_\_\_ Phone \_\_\_\_\_  
Address \_\_\_\_\_ Relationship to you: \_\_\_\_\_

I authorize the congregation to contact references and other congregations to obtain information about my background regarding my character and fitness for work with children and youth. I authorize references to provide such information about me. I hereby release and hold harmless from liability any person or organization that provides information. I also agree to hold harmless this congregation, its trustees, employees and volunteers.

Further, I understand that a member of the staff may check the sex offender registry and/or contact the local police for more information about my background. This information will be available only to those responsible for screening staff or volunteers or participating in a response team, or as required by law.

I attest that the above information is true and correct.

\_\_\_\_\_  
Signature Date

Code of Ethics for Adults and Older Youth  
Working with Children and Youth

Adults and older youth who are in leadership roles are in a position of stewardship and play a key role in fostering spiritual development of both individuals and the community. It is, therefore, especially important that those in leadership positions be well qualified to provide the special nurture, care, and support that will enable children and youth to develop a positive sense of self and a spirit of independence and responsibility. The relationship between youth and their leaders must be one of mutual respect if positive potential is to be realized. There are no more important areas of growth than those of self-worth and the development of a healthy identity as a sexual being. Adults play a key role in assisting children and youth in these areas of growth. Wisdom dictates that children, youth, and adults suffer damaging effects when leaders become sexually involved with young persons in their care; therefore leaders will refrain from engaging in sexual, seductive, or erotic behavior with children and youth. Neither shall they sexually harass or engage in behavior with youth that constitutes verbal, emotional or physical abuse.

Leaders shall be informed of the code of ethics and agree to it before assuming their role. In cases of violation of this code, appropriate action will be taken.  
I have read and understand the above statements of position, expectations, and actions.

Date                      Name Printed  
  
\_\_\_\_\_

Name Signed  
  
\_\_\_\_\_

AGREEMENT TO TEACH FORM FOR RELIGIOUS EDUCATORS AND  
YOUTH GROUP LEADERS

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_

CELL PHONE \_\_\_\_\_

EMAIL \_\_\_\_\_

I affirm that I have never been accused of, convicted of, or pled guilty to any sexual crime. I also have not pled guilty to a lesser charge after having been charged with a sexual crime. I have never engaged in any form of child abuse, including sexual abuse. I have never been determined to have engaged in any sexual offenses in any civil, administrative, or ecclesiastical forum or other forum.

If there are any facts or circumstances in my background that call into question my being entrusted with the supervision, guidance, and care of children, youth, or vulnerable adults, I have met to review this information confidentially with the Minister.

Further, I agree to notify the Minister immediately should I be accused of sexual abuse, sexual offenses, sexual harassment, or other sexual improprieties in the time that I am working with children and youth in this congregation.

Signature \_\_\_\_\_ Date \_\_\_\_\_