

# Ukrainian Catholic Eparchy of Edmonton Українська Католицька Едмонтонська Єпархія

## Safe Environments Policy

### Code of Ethics and Accountability

By virtue of doing ministry and serving in the Church, clergy and employees of the Eparchy of Edmonton have a responsibility to uphold the inherent dignity of every person in all their relationships.

The Code of Ethics and Accountability defines the professional obligations to be lived faithfully by all clergy and employees of the Ukrainian Catholic Eparchy of Edmonton and is intended to complement canon and civil law, and the Eparchy's human resources policies, procedures and practices. All clergy and employees ministering in the Eparchy are to commit to the following:

#### GENERAL EXPECTATIONS

##### 1. Commitment to the Gospel

- Uphold Sacred Scripture and Catholic Tradition
- Be attentive to social justice issues
- Support ecumenism and interreligious dialogue
- Live in accordance with the teachings of the Church

##### 2. Integrity

- Be upright and conscientious
- Lead by example
- Act honestly at work and away from work

##### 3. Competence

- Maintain high levels of professional proficiency in areas of responsibility
- Commit to continuing formation and education
- Recognize one's limitations

##### 4. Respect

- Value all individuals in keeping with the Church's teaching on human dignity

#### RESPONSIBILITIES FOR PERSONAL WELL-BEING

##### 1. Physical, Psychological and Emotional Health

- Self-care
- Regular days off
- Annual vacation

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### 2. Spiritual and Moral Health

- Regular prayer life
- Annual retreat and days of reflection
- Ongoing faith formation

### 3. Professional Development

- Seminars and workshops
- Reading from both religious and secular sources
- Annual evaluation process

## PROFESSIONAL RELATIONSHIPS

### 1. Collaboration and Administration

- Meet civil and canonical requirements
- Reflect Catholic social teachings that includes providing a just wage and adequate benefits
- Includes clergy, lay ecclesial staff, parish organizations and groups

### 2. Professional Conduct

- Fully cooperate with all the requirements of the Eparchy's Safe Environments Policies

### 3. Confidentiality

- Applies to counselling and spiritual direction, except in situations of danger to self, others, or in the disclosure of child abuse
- Applies to any work-related matters
- Applies to all eparchial records
- Is independent of and supplementary to the seal of confession

### 4. Reporting Misconduct

- All clergy and staff are required to report ethical, legal, or professional misconduct

I have read and agree to abide by this Code of Ethics and Accountability.

\_\_\_\_\_  
Name of Volunteer

\_\_\_\_\_  
Signature of Volunteer

\_\_\_\_\_  
Date (day/month/year)

\_\_\_\_\_  
Name of Witness

\_\_\_\_\_  
Signature of Witness

\_\_\_\_\_  
Date (day/month/year)

\_\_\_\_\_  
Name of Parish

\_\_\_\_\_  
Ministry Position

\*Once signed, this document is to be kept in the cleric's/employee's file in the Pastoral Centre/parish office.