Initials: _____

THE AGREEMENT OF YALE RELIGIOUS MINISTRIES

Mission

As members of Yale Religious Ministries, we are dedicated to the spiritual, ethical, intellectual, social and physical welfare of students, faculty and staff. We are committed to strengthening the University in its task of educating students and expanding the boundaries of human knowledge. We are a community that reflects the diversity of the world. As such, we are a cohesive unit committed to fostering respect, open dialogue and mutual understanding among people of different faiths and cultures as well as being a source of strength within the University during both times of calm and crisis.

Membership

Recognition as a member of Yale Religious Ministries (YRM) is conferred by the Yale University Chaplain. YRM is an association whose members agree to and meet the requisites as described in this document.

- Application for membership in YRM must be made in writing to the University Chaplain. The University Chaplain then convenes the membership committee to review the application for consideration. Upon recommendation from the committee, the University Chaplain may confer membership, for which there will be a review at the end of the first year.

- All members are expected to faithfully attend meetings, support the programs of YRM and the Chaplain's Office, and comply with relevant institutional policies of the University.

- The applicant agrees to provide the university with a background check completed within the last 6 months or to submit to a background check when starting as a YRM member.

- The applicant agrees by signature below on behalf of the applicant and the applicant's organization to abide by the provisions of this agreement.

YRM Expectations

Representation of Individual Traditions and Relationship with the University Community

As a member of the Yale Religious Ministries:

1. I affirm that the religious organization I represent on campus is recognized by a faith community and acknowledged by the University Chaplain, to both of whom I will be accountable.

2. I affirm that I will at all times accurately and transparently represent my religious organization and my professional relationship to my faith community, to the University Chaplain, the Yale community, and to the community at large.

3. I affirm that I will conduct myself in a way that fosters cooperation and understanding between YRM and the other offices of the University as well as its faculty, students, and staff.

4. I affirm and understand that my continued participation in YRM is dependent on my active relationship in good standing within the faith community that has authorized my work.

Collaboration and Collegiality

5. I affirm that although I represent a specific faith community and may have primary commitments to serving the welfare of my own constituents, I hereby commit to serving the welfare of the Yale community.

6. I affirm that we are each part of a broader campus mosaic of faith, ritual and belief.

7. I affirm that I will not promote my own tradition by disparaging another.

8. I affirm that as a person with a vocation to work in a multi-faith setting, I will respond to individuals in need of my compassion and advocacy beyond, as well as within, my own faith community.

Legal and Ethical Responsibility

9. I affirm that all literature, publicity, and website/social media will clearly identify my sponsoring religious or spiritual organization in accordance with Yale's policy.

10. I affirm that my role as a religious leader may involve communications with the media. I will be mindful of, and attentive to, the impact that statements I make on behalf of my sponsoring organization may have on YRM and its members, as well as the Chaplain's Office. I understand I cannot speak on behalf of YRM. I will distinguish between speaking from my personal point of view and speaking from my role in YRM. This is especially true when speaking about a religious tradition other than my own.

11. I pledge to be accountable for maintaining the integrity of the pastoral relationship. I will not use my professional position for personal gain. I shall refrain from any form of exploitation, including but not limited to emotional, financial and sexual.

12. I pledge to refrain from any form of discrimination, emotional coercion or intimidation, or sexual misconduct. I have read, understood and will adhere to relevant University policies, including the Policy Against Discrimination and Harassment, the Institutional Standards of Conduct, and the Policy on Teacher-Student Consensual relations. I agree to participate in professional development and training as recommended by the University Chaplain.

13. I pledge to maintain general liability insurance and pastoral professional liability insurance and to be responsible for my own acts. I agree to, if asked, protect Yale University from any claims, should they arise with my roles and responsibilities under this agreement.

14. I pledge to provide the University Chaplain immediate notice of any complaint of unethical conduct made against me in a civil, criminal, ecclesiastical, employment or another professional organization's forum. I understand that a finding of unethical conduct in one of these forums may lead to my removal from YRM even if the event did not occur within the scope of my service to the University community.

15. I affirm that my failure to adhere to the above may result in exclusion from YRM, loss of standing as a member of YRM, and void this agreement.

Commitment of the University Chaplain's Office to YRM Members

The University Chaplain will convene the members of YRM on a regular basis in order to:

16. Foster deeper relationships between YRM Members and their groups;

17. Broaden members' awareness of key university leaders, offices and perspectives, long-term university visions and relevant campus issues of the day.

18. Consult with YRM Members about religious life on campus and represent these interests and concerns to the University.

The University Chaplain's office staff will assist with:

19. Orienting new members and facilitating their official presence on the Yale campus (ie Yale ID, email, compliance requirements)

20. Supporting opportunities for greater visibility, creative cooperation and networking between groups and the University community at large.

21. Be available to advise on any questions around relevant Yale polices.

Print Name: _____

Signature: _____ Date: _____
Yale Religious Ministries Member

Signature: _____ Date: _____
Yale University Chaplain