

# Eatonville Baptist Church

## Code of Conduct Policy

### 1. Policy Inclusions

This church's code of conduct is rooted in its sincerely held religious beliefs and is consistent with the following:

- a. The Ten Commandments ([Exodus 20:2-17](#))
- b. The Greatest Commandments as stated by Jesus Christ ([Matthew. 22:37-40](#))

### 2. Personal Conduct

All persons connected with this church community (e.g., employees, volunteers, etc.) shall hereinafter be referred to as church community members. All such church community members must conduct their personal affairs so there can be no opportunity for unfavorable reflections upon the Christian beliefs and mission of the church, either expressed or implied. The use of common sense, good ethical standards and discretion will guide all who are called into community with the church in proper conduct. Failure to maintain reasonable standards is subject to discipline, up to and including termination, from the church community. It is expected that all members of our church community will conduct themselves in a manner consistent with biblical standards, values, and character.

### 3. Rules of Conduct.

In every church, where many people interact on a regular basis, some specific rules and policies are necessary to establish acceptable standards of conduct, assure fair treatment of all members of the community, and enhance the smooth operation of the church.

Church community members are expected to become familiar with and abide by the standards outlined in this policy. The purpose of these rules is to maintain a community environment that protects the safety and dignity of each community member without placing unreasonable restrictions on anyone.

Church community members are expected to model appropriate behavior and conduct both on and off church property and model relationships that demonstrate a growing Christ-likeness manifested in a lifestyle that serves and gives itself to reconcile others.

Church community members are also expected to model appropriate language on and off church property and model speech that demonstrates a growing Christ-likeness ([Ephesians 5:4](#)). Church community members shall maintain appropriate attitudes of concern for others. Problems concerning ministry community members' roles, relationships, and professional conduct should first be handled directly with the person involved. If a satisfactory resolution cannot be concluded, the matter should move up the relevant chain of responsibility. Specifically, church community members shall respect the integrity and confidences of other community members and those outside of our community attending any of our church's functions. Church community members are expected to operate within their respective roles.

In summary, biblical ethics demand that church community members act in love and integrity, in confidentiality, and in alignment with the mission/purpose of this church.

#### **4. Inappropriate Conduct**

Violation of church rules and policies may result in an oral warning, a written warning, and/or termination of a member's role in the church community. There is no requirement that discipline be progressive or that a warning be given prior to demotion or any other disciplinary action, including discharge from the church community. Set forth below are some examples of misconduct which will not be tolerated by the church.

This list is not exhaustive, and examples are not listed in order of seriousness:

- a. Falsification of personnel records and information or other church records.
- b. Dating, or otherwise becoming romantically involved with, anyone under legal age.
- c. Engaging in any activity which a church community member knows, or has reason to know, will adversely affect the mission of the church.
- d. Engaging in sexual acts and/or relationships outside the confines of biblical marriage between one man and one woman.
- e. Deliberate damage or destruction of any church property or the property of any church community member.
- f. Engaging in criminal conduct.
- g. Insubordination, including but not limited to, failure or refusal to obey the orders or instructions of a supervisor, teacher, or other church leader, or the use of abusive or threatening language toward a supervisor, teacher, or other church leader.
- h. Using abusive language at any time on church property.
- i. Failure to notify a supervisor when unable to report to work.
- j. Sleeping on the job.
- k. Wearing unprofessional or inappropriate styles of dress (including dressing in such a way as to willfully reject one's sex assigned at birth ([Genesis. 1:27](#))).
- l. Violation of any safety, health, security or church policies, rules, or procedures.
- m. Committing a fraudulent act or a breach of trust under any circumstances.
- n. Unlawful harassment including harassment of a sexual nature (with the understanding that this church reserves the right to operate according to its sincerely held religious beliefs about biblical marriage and sexuality and therefore does not define "harassment" as including any enforcement of, or adherence to, its biblical principles and expectations in the areas of marriage, sexuality, dress, and discipline).
- o. Engaging in behavior that suggests a willful violation of the religious beliefs and practices of the church including engaging in sexual acts and/or relationships outside the confines of biblical marriage between one man and one woman and rejection of one's sex assigned by God at birth.

If a church community member has any doubt about whether certain conduct will constitute behavior that suggests a willful violation of the religious beliefs and practices of the church, the community member should ask an appropriate church leader.

The church community member acknowledges an understanding that this church only hires staff members who agree to abide by its Code of Conduct which is rooted in its sincerely held

religious beliefs and which this ministry believes reflects a relationship representative of a walk with Christ.