

LIZELLA BAPTIST CHURCH CODE OF CONDUCT

1. **Inclusions** - This ministry code of conduct is rooted in its sincerely held religious beliefs and is consistent with the following scriptures:
 - a. The Ten Commandments (Exodus 20:2-17)
 - b. The Great Commandments as stated by Jesus Christ (Matthew 22:37-40)

2. **Personal Conduct** – All persons connected with this ministry community (e.g. full- and part-time employees, volunteers, contract workers, etc. hereinafter referred to as ministry community members) must conduct their personal affairs so there can be no opportunity for unfavorable reflections upon the Christian beliefs and mission of Lizella Baptist 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 ministry in proper conduct. Failure to maintain reasonable standards is subject to discipline, up to and including termination, from the ministry community. It is expected that all members of the Lizella Baptist ministry community will conduct themselves in a manner consistent with Biblical standards, values, and character.

3. **Rules of Conduct** – In every organization 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 ministry. Ministry 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.

Ministry community members are expected to model appropriate behavior and conduct both on and off-campus and model relationships that demonstrate a growing Christ-likeness manifested in a lifestyle that serves and gives itself to reconcile others. Ministry community members are also expected to model appropriate language on and off-campus and model speech that demonstrates a growing Christ-likeness (Ephesians 5:4). Ministry 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, ministry community members shall respect the integrity and confidences of other community members and those outside of our community attending any of our ministry's functions. Ministry community members are expected to operate within their respective roles.

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

4. **Inappropriate Conduct** – Violation of ministry rules and policies by employees may result in the progression of address as listed in the Personnel Manual under Performance Improvement Plan. For volunteers and lay leaders, discipline and correction may progress according to the procedures outlined in Lizella Baptist Church Constitution and Bylaws. 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 ministry community. Set forth below are some examples of misconduct which will not be tolerated by the ministry. This list is not exhaustive, and examples are not listed in order of seriousness.
 - a. Falsification of personnel and/or student records and information, or other ministry records.
 - b. Dating, or otherwise becoming romantically involved with, anyone under legal age.
 - c. Engaging in any activity which a ministry community member knows, or has reason to know, will adversely affect the mission of the ministry.
 - 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 ministry property or the property of any ministry 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 ministry leader, or the use of abusive or threatening language toward a supervisor, teacher or other ministry leader.
 - h. Using abusive language at any time on campus.
 - 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 ministry 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 ministry 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 willful violation of the religious beliefs and practices of the ministry.

If a ministry community member has any doubt about whether certain conduct will constitute behavior that suggests a willful violation of the religious beliefs and practices of this ministry, the community member should ask the Lead Pastor, Executive Pastor or other appropriate ministry leader for clarity.

Lizella Baptist Church shall only hire staff members who agree to abide by its Code of Conduct which is rooted in sincerely held religious beliefs and which this ministry believes reflects a relationship representative of an abiding walk with Christ. Ministry community members in any role (as defined above) will acknowledge this Code of Conduct and signal their agreement with it by signing a copy to be placed with their file in the Church records.

Signature

Date