



## Code of Conduct

### For Employees & Volunteer Leaders

*Remind the people to be subject to rulers and authorities, to be obedient, to be ready to do whatever is good, to slander no one, to be peaceable and considerate, and to show true humility toward all men. ~ Titus 3:1-2*

Newport Assembly values people as our most important resource. The purpose of this Code of Conduct is to communicate the expectations, terms, and conditions of employment relating to lifestyle and ethical conduct by all employees and leaders. This Code of Conduct is intended to support a healthy church with healthy individuals consistent with our values. Because it matters to God how we live, these standards reflect God's expectations. We are expected to avoid conduct that is unethical or immoral or behavior that is contrary to Biblical principles, including the following:

1. The use of tobacco & alcohol: (Pastoral Staff only)
  - a. The abuse of tobacco & alcohol: (Non-Pastoral Staff & Volunteer Leaders Only)
2. The use of illegal drugs and the abuse of prescription drugs
3. Extra-marital sexual relationships (adultery)
4. Premarital sexual relationships (fornication)
5. Participation or involvement in pornography including reading, viewing or listening to pornographic material
6. Homosexual activity
7. Theft or fraud
8. Physical aggression
9. Sexual assault or abuse
10. Harassment
11. Breach of trust or confidence
12. Lying, deceit or dishonesty
13. Criminal activity
14. Inappropriate use of social networking
15. A divisive spirit
16. Other behaviors or activities that are inconsistent with Biblical moral standards

#### **Acknowledgement by Employee/Volunteer Leader**

If I do not keep with these expectations, I understand that Newport Assembly will take corrective and/or disciplinary action including, where appropriate, suspension or termination of employment, or in the case of leaders, removal from office/function.

**I have read & understand this policy statement.**

Date: \_\_\_\_\_

Signature: \_\_\_\_\_

Printed Name: \_\_\_\_\_

## Guidelines for Discussion with Employees & Volunteer Leaders

*But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. Against such things there is no law. Those who belong to Christ Jesus have crucified the sinful nature with its passions and desires. Since we live by the Spirit, let us keep in step with the Spirit. – Galatians 5:22-25*

These are guidelines intended to help us actively guard the integrity and lives of our staff, our volunteer leaders and our church family:

- Because the world watches how we behave and uses that as a measuring stick of truth, conduct an honest and upright personal and professional life.
- Because it matters how we behave in the communities where we live out our faith, we are expected to abide by the governing civil and criminal laws.
- Because people are at varying points on their respective spiritual journeys, please refrain from doing things that might possibly cause a weaker brother or sister to stumble or cause damage to the reputation of the church.
- Because purity matters to God, we must lead lives free of sexual immorality (e.g. sexual behavior outside of marriage, involvement in pornography, etc.)
- Because temptation is subtle, and because perception can be as damaging as reality, use wisdom in interacting with the opposite sex **or any minor**.
- Because God favors unity, we must strive to model this for those we lead and serve with.

Be mindful of the following points intended for your awareness and protection:

- Do not meet or counsel someone of the opposite sex, **or any minor**, alone on campus at any time unless the door is open, both parties are visible through a door window or others are within close proximity.
- Do not meet or counsel someone of the opposite sex, **or any minor**, alone at an off-site location.
- Do not ride alone in a vehicle with someone of the opposite sex, **or any minor**. (Immediate family members excluded.)