

## **CONDUCT POLICY OF FIRST BAPTIST CHURCH and FBC WEEKDAY MINISTRIES STAFF**

MINISTRY PURPOSE: First Baptist Church and FBC Weekday Ministries is a non-profit religious organization and is substantially controlled and supported by First Baptist Church, Hopkinsville, Kentucky. More importantly, our organization is a community of believers who have joined together to meet the spiritual needs of the greater community. We are an "at will" employer, meaning you can be terminated for good cause or for no cause at all.

### **Our organization promotes behavior consistent with the Holy Scriptures.**

Consequently, when joining the staff of First Baptist Church or the Weekday Ministries staff, you freely and willingly agree to the standards of behavior outlined in this policy. The standards included in this policy are not exhaustive; rather, they provide a guideline of conduct we believe is in accordance with biblical standards. As representatives of First Baptist Church or FBC Weekday Ministries it is imperative that our actions are above reproach in all things. Consequently, the following standards of conduct shall apply to all employees. Violations of these standards are regarded as a serious breach of integrity and could result in discipline, up to and including termination.

- God's Word teaches us that certain attributes are desired, including love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. **(Galatians 5:22-24)**. These attributes are to be sought, encouraged, and demonstrated in our relationships and are how we believe Christians put their beliefs into action.
- Scripture further teaches us that certain behaviors should be avoided, including: theft and dishonesty. **(Exodus 20:15)**
- Scripture also speaks against these behaviors: taking the Lord's name in vain, gossip, lying, slander, backbiting, profanity and vulgarity. **(Exodus 20:7) (Exodus 20:16) (Ephesians 4:29)**
- Representatives of First Baptist are expected to live by the scriptural mandates to avoid sexual promiscuity (including adultery, co-habitation, homosexual behavior, transsexual behavior and premarital sex). As Baptists we believe that marriage is between a biological man and a biological woman.
  - **MARRIAGE: (Genesis 2:22-24) (Ephesians 5:31) (Matthew 19:4-6)**
  - **PREMARITAL SEX, CO-HABITATION and ADULTERY: (1 Corinthians 6:18; 7:1) (Exodus 20:14) (Hebrews 13:4)**
  - **HOMOSEXUALITY: (Romans 1:26-28)**
  - **TRANSSEXUALITY: (Deuteronomy 22:5) (1 Corinthians 6:9)**
- We believe the Bible teaches against drunkenness and thus it should be avoided. **(Ephesians 5:18)**
- First Baptist Church staff and FBC Weekday Ministries staff are expected to dress modestly and appropriate for the activities their position calls them to do. **(1 Corinthians 6:19-20)**
- Employees are encouraged to join with a body of believers for worship and fellowship on a regular basis. **(Hebrews 10:24-25)**

- First Baptist Church and FBC Weekday Ministries recognizes the danger to one's physical and psychological well-being in the use of certain products. Therefore, employees are to refrain from the use of hallucinogenic drugs and substances, narcotics or any other controlled substance not authorized by a physician. **(Romans 12:1)** It is church policy that tobacco usage and e-cigarette usage (vaping) is not permitted on the premises.
- Physical, verbal and sexual harassment or abuse will not be tolerated in any form. It will be dealt with immediately and reported to the correct authorities.
- First Baptist Church technology is to be used to assist in the performance of your position. Unlawful usage, or usage for any activities contrary to our church's beliefs will not be allowed to continue.

Initials: