



CODE OF CONDUCT FOR ALL ECS EMPLOYEES

Qualifications

The employee shall be one who has received Jesus Christ as Savior and Lord. The employee shall be a member in good standing of a Bible-believing church and shall lead a life that is in pursuit of holiness (set apart). He/she shall be a person of spiritual maturity. The employee shall reflect the purpose of the school as stated in the ECS Mission Statement.

Responsibilities

1. Spiritual. In pursuit of a life set apart for Christ, the employee shall seek to:

- a. Demonstrate in attitude, speech, and actions a consistent daily walk with Jesus Christ. (Ephesians 4:23-24, 4:32, 5:1; Galatians 5:22-25)
- b. Follow the Matthew 18 principle in dealing with students, parents, staff, and administration.
- c. Challenge students to accept God's gift of salvation and grow in their faith. (Ephesians 2:8-10, Ephesians 4:12; 2 Timothy 2:2; 2 Peter 1: 5-7; 2 Peter 3:18)
- d. Put off sensuality, impurity, falsehood, stealing, unwholesome talk, bitterness, rage and anger, brawling, slander, and malice (Ephesians 4:17-32; Colossians 3:8 & 9).
- e. Not gratify the desires of the sinful nature: sexual immorality, impurity and debauchery; idolatry and witchcraft; hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, factions and envy; drunkenness, orgies, lust, greed, and the like. (Galatians 5:16-21; Colossians 3:5)
- f. Not engage in the sexually immoral sins of adultery, prostitution, nor homosexuality. (Genesis 19; Romans 1:18-27; 1 Corinthians 6:9-11)
- g. The employee must also:
 - i. Recognize that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Genesis 2:18-25). See also Statement on Holy Sexuality.

Responsibilities cont.

2. Job-related. The employee shall:

- a. Cooperate with the administration in implementing all policies, procedures, and directives governing the operation of the school and all school sponsored programs/activities.
- b. Notify the administration of any policy he/she is unable to support.
- c. Provide input and recommendations for administrative and managerial functions in the school.
- d. Know the procedures for dealing with issues of an emergency nature.
- e. Be willing to contribute to the general improvement of the school program.
- f. Refuse to use or circulate confidential information inappropriately.

3. Personal. The employee shall:

- a. Demonstrate the character qualities of enthusiasm, courtesy, flexibility, integrity, gratitude, kindness, self-control, perseverance, and punctuality.
- b. Meet everyday stress with emotional stability, objectivity, and optimism guided by the principles of Scripture (Philippians 4).
- c. Develop and maintain rapport with students, parents, and staff by treating others with friendliness, dignity, and consideration.
- d. Respectfully submit and display loyalty to constituted authority. (Hebrews 13:17).
- e. Maintain a personal appearance that is a role model of cleanliness, modesty, good taste, and in agreement with school policy.
- f. Recognize the need for good public relations. Represent ECS in a favorable manner to the constituency and general public.
- g. Make an effort to appreciate and understand the uniqueness of the ECS community.
- h. Maintain a personal walk with God.
- i. Be faithful in church attendance, and active in ministry opportunities.