

INTER VARSITY

CODE OF CONDUCT

The Code of Conduct applies to all Board Directors, Corporation Members, Staff and Volunteers.

All Board Directors, Corporation Members, staff and volunteers of Inter-Varsity Christian Fellowship of Canada testify to a personal faith in, and allegiance to, Jesus Christ. They are committed to personal, moral and spiritual development as followers of Jesus Christ. As representatives of Christ, all InterVarsity Board Directors, Corporation Members, staff and volunteers demonstrate Christian commitment and a lifestyle which models and reflects the life of Christ. The Christian Scriptures are the supreme authority and guide for the Christian believer's conduct and doctrine, hence the specific standards of ethical practice and conduct articulated in the policy are guided by our understanding of Scripture, our commitment to its authority and affirmation of our Doctrinal Convictions. Scripture teaches that believers are not to be conformed to the view and lifestyle of the world. Therefore, InterVarsity Board Directors, Corporation Members, staff and volunteers are to avoid all practices and conduct which are contrary to a lifestyle which models and reflects the life of Christ and adherence to the scriptures, both in private and public spheres.

Based on Scripture and our evangelical beliefs, Inter-Varsity Christian Fellowship of Canada values lifestyle conduct that reflects the following attributes, as seen in the representative Scriptures:

- Practice of spiritual disciplines of the Christian faith (Acts 6:4; Matthew 9:15)
- Commitment to wholeness of the individual
 - Physical health (I Corinthians 6:19)
 - Mental health (Romans 12:2)
 - Emotional well-being (Galatians 5:22, 23)
 - Spiritual health (Luke 9:23, 24)
- Sexual purity (Ephesians 5:3)
- Commitment to truthfulness (Ephesians 4:15)
- Integrity (Ephesians 5:8-10) and justice-keeping (Micah 6:8)
- Excellence (II Timothy 2 & 3)
- Good stewardship of resources (Genesis 1:28; Exodus 20; Philippians 4:8; Ephesians 4:25-5:5)
 - Human
 - Financial
 - Physical
 - Social
 - Spiritual
- Respect for the dignity and rights of others (Colossians 3:5-11; I Peter 3:13-16)
- Respect for creation (Genesis 1:28-30)

Behavioural Expectations

Consistent with our Doctrinal Convictions, Core Purpose and Core Values, and having lives shaped by Scripture, we commit to the following behaviours:

Attitude: Each Board Director, Corporation Member, staff and volunteer's personal disposition and attitude are to be characterized by godliness and the fruit of the Spirit which is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. Attitudes of greed, jealousy, envy, lust, gossip, bitterness, unrestrained anger and unwillingness to forgive are condemned in Scripture and are to be avoided.

Respect: InterVarsity Board Directors, Corporation Members, staff and volunteers are to show respect and love to all with whom they deal, treating others with courtesy, fairness, consideration and servanthood.

Language: InterVarsity Board Directors, Corporation Members, staff and volunteers are to have language that is neither profane nor vulgar.

Harassment: InterVarsity Board Directors, Corporation Members, staff and volunteers must not harass or cause harassment of or to any other person. Sexual harassment is defined as any unwelcome sexual conduct, advance, request, gesture, speech or innuendo. Other harassment may be based on such traits as ethnicity, ability or appearance. Harassment results in the unreasonable interference with an individual's performance or creating an intimidating, hostile or offensive environment. If a Board Director, Corporation Member, staff member or volunteer feels he or she has witnessed harassment, to self or another, by another Board Director, Corporation Member, staff or volunteer, he or she is to report it to his or her supervisor and Human Resources immediately.

Lawful: InterVarsity Board Directors, Corporation Members, staff and volunteers are not to engage in illegal activity and are to uphold biblical principles of relationship in business, community or other associations.

Discretion: Board Directors, Corporation Members, staff and volunteers are expected to practice discretion in the following: use of tobacco; alcohol; gambling; media and entertainment consumption; printed matter; and, the choice of organizations with whom they associate. Staff are not permitted to use recreational marijuana. We are accountable to a supporting public who may hold different views on Christian behaviour. A guiding principle is to avoid situations that may have a negative spiritual impact on self, others and Inter-Varsity Christian Fellowship of Canada. There is no alcohol served or utilized at InterVarsity facilities.

Camp staff and volunteers will refrain from: smoking, consuming alcoholic beverages, the use of illicit or recreational drugs and the abuse of prescription drugs (including during time off) during the summer.

Abstinence: Board Directors, Corporation Members, staff and volunteers are to abstain from pornography, occultism and all practices contrary to a Christian world view.

Appearance: Board Directors, Corporation Members, staff and volunteers should dress appropriately for the occasion, activities and environment in which they will be involved.

Sexual Expression: InterVarsity Board Directors, Corporation Members, staff and volunteers are to follow biblical standards of sexual expression. For those married, sexual faithfulness is the standard; for the unmarried, chastity.

Self-Abuse: Board Directors, Corporation Members, staff and volunteers are to refrain from substance abuse and any other practice which debilitates the body.

Marriage, Separation and Divorce: Board Directors, Corporation Members, staff and volunteers are to follow biblical standards of family life. God intends marriage to be a permanent relationship marked by love, faithfulness and permanence. We believe that Scripture teaches that marriage is sacred, and is between a man and a woman, and intended until death.

We will respect marriage and work to nurture marriages of staff within our community. In some cases, severe difficulties in marriage will lead to separation or divorce. We will work with individuals in these circumstances in order to continue to pursue a godly response in the midst of their situation.

Endorsements: InterVarsity Board Directors, Corporation Members, staff and volunteers should not in any way espouse, endorse, teach or imply acceptance of any practice, conduct, belief or attitude which this policy implies or states should be avoided.

Violation and Disciplinary Action: Violation of any of these standards of practice and conduct may result in discipline. Generally, we will seek recovery and restoration. Most violations will warrant forbearance and patience. Situations involving a serious breach of behaviour including, but not limited to, violence, harassment or illegal activity, will result in discipline up to and including termination of employment for cause.

Non-Discrimination: InterVarsity acknowledges and confirms that notwithstanding any statement in this Code of Conduct, it does not discriminate in its employment practices including with respect to hiring, firing and promoting staff on any grounds prohibited by the Human Rights Code.

I have read, understood and submit to the Code of Conduct policies of Inter-Varsity Christian Fellowship of Canada.

Print Name: _____

Signature: _____ **Date:** _____