



CODE OF CHRISTIAN CONDUCT POLICY

1. Policy Inclusions

Onehope Refuge's Code of Christian Conduct is rooted in its sincerely held religious beliefs and is consistent with the following:

- a. The Ten Commandments (Exodus 20:2-17)
- b. The Greatest Commandments as stated by Jesus Christ (Matthew. 22:37-40)
- c. The Statement of Faith contained in the organizations by-laws, a copy of which is provided herewith.

2. Personal Conduct

All persons connected with Onehope Refuge such as employees and volunteers shall hereinafter be referred to as OHR team. All such OHR team must conduct their personal affairs so there can be no opportunity for unfavorable reflections upon the Christian beliefs and mission of Onehope Refuge, either expressed or implied. The use of common sense, good ethical standards and discretion will guide all who are called onto the Onehope Refuge team in proper conduct. Failure to maintain reasonable standards is subject to discipline, up to and including termination, from the OHR team. It is expected that all members of our OHR team will conduct themselves in a manner consistent with biblical standards, values, and character, including but not limited to as described in the Statement of Faith.

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 group, and enhance the smooth operation of the organization. OHR team 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 healthy environment that protects the safety and dignity of each team member without placing unreasonable restrictions on anyone.

The organization believes each OHR team member is called by God to newness of life. This includes a life of holiness through the grace, love and mercy poured into hearts, minds, souls and wills by Jesus Christ. This newness of life and holiness manifests in word and deed (James 2:17; 1 John 3:18), and finds a particular, although not exclusive, expression in a love of neighbor and a joyful and increasing conformity to God's design

for the human person. As such, OHR team members are expected to model appropriate behavior and conduct both on and off Onehope Refuge property and model relationships that demonstrate a growing Christ-likeness, manifested in a lifestyle that serves and gives itself to reconcile others. OHR team members are also expected to model appropriate language on and off Onehope Refuge property and model speech that demonstrates a growing Christ-likeness (Ephesians 5:4). The OHR team shall maintain appropriate attitudes of concern for others. Problems concerning OHR team member 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, OHR team members shall respect the integrity and confidences of other OHR team members and are expected to operate within their respective roles.

In summary, biblical ethics demand that OHR team members act in love and integrity, in confidentiality, and in alignment with the mission and purpose of this organization.

4. Inappropriate Conduct

Violation of Onehope Refuge policies may result in an oral warning, a written warning, and/or termination of a member's role on the OHR team. 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 OHR team. Set forth below are some examples of misconduct which will not be tolerated by Onehope Refuge.

This list is not exhaustive, and examples are not listed in order of seriousness:

- a. Falsification of personnel records and information or other organization records such as the records of those we serve.
- b. Dating, or otherwise becoming romantically involved with, anyone under legal age.
- c. Engaging in any activity which a OHR team member knows, or has reason to know, will adversely affect the mission of Onehope Refuge.
- 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 Onehope Refuge property or the property of any OHR team member.
- f. Engaging in criminal conduct.
- g. Insubordination, including but not limited to, failure or refusal to follow instructions or request of a supervisor, or the use of abusive or threatening language toward a supervisor or anyone on the OHR team and this includes those we serve.
- h. Using abusive language at any time on Onehope Refuge property.

- 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 organization 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 a willful violation of the religious beliefs and practices of Onehope Refuge including engaging in sexual acts and/or relationships outside the confines of biblical marriage between one man and one woman and rejection of one's sex assigned by God at birth.

If a OHR team member has any doubt about whether certain conduct will constitute behavior that suggests a willful violation of the religious beliefs and practices of Onehope Refuge, the OHR team members should ask an appropriate leader.

By signing below, OHR team member acknowledges an understanding that this organization only hires staff members who agree to abide by its Code of Christian Conduct, which is rooted in its sincerely held religious beliefs and which this ministry believes reflects a relationship representative of a walk with Christ.

In addition, by signing below, the OHR team member acknowledges he/she has read, understood, and agree to abide by this Code of Christian Conduct and that this organization reserves the right to discipline up to and including termination from the organization for any action(s) in violation of this Code of Christian Conduct.

Employee or Volunteer signature

Date