

Code of Conduct

All employed missionaries, employees, and volunteers of Reliant Mission will uphold the highest standards of ethical, professional behavior, above reproach in the sight of God and man. To that end, all of the above will dedicate themselves to carrying out the mission of Reliant (and the churches and ministries it serves) with honesty, loyalty, trustworthiness, integrity, impartiality, love and respect for others.

Therefore, each agrees to:

1. Conduct themselves in such a way that does not dishonor Jesus Christ, the Scriptures or His mission of the Great Commission. *Philemon 2:1-8; Romans 12:1-2; Colossians 1:9-14; 1 John 2:6; Ephesians 5:1-2*
2. Obey the laws of both the United States and, when Reliant has international involvement, the laws of the respective countries, in a manner consistent with Romans 13. *Romans 13:1-5; Titus 3:1-2; 1 Peter 2:13-14*
3. Respect the structure and responsibilities of Reliant's governing Board and uphold and implement policies adopted by the governing Board and Management. *Romans 13:1-5; Titus 3:1-2; Hebrews 13:17*
4. Demonstrate the highest standards of personal integrity, truthfulness, and honesty in all activities in order to inspire confidence and trust in such activities. Practice honesty in the preparation of personnel files, time cards, reimbursement forms, financial records, and other Reliant documents. *Proverbs 12:17; 11:1; 12:22; 19:1; Colossians 3:9; Matthew 5:37*
5. Respect and protect any privileged and confidential information to which they have access in the course of their employment duties. *Proverbs 11:13; 12:23*
6. Not commit any acts that adversely affect the safety of one's self or other persons, including violating an established safety rule or generally accepted safe practice. *Philemon 2:3; 1 Corinthians 12:25; Ephesians 4:32*
7. Not profit from any business transaction on behalf of Reliant or not have any business relationships with the organization, other than employment, unless otherwise approved the Reliant Board or Management. *Proverbs 13:11; 15:27; 17:23; 1 Timothy 6:9; 1 Peter 5:2*
8. Not abuse their position to obtain employment or to influence employment issues in the organization for family members, relatives or close friends. (nepotism) *James 2:1; 2:8-9; 1 Timothy 5:21*
9. Not practice insubordination, i.e. refusal to comply with the instructions of one's manager or supervisor. *Proverbs 15:32-33; James 5:9*
10. Not practice or participate in gossip, talking maliciously about (whether rumor or fact) another staff member. *Proverbs 20:19; 25:9; Romans 14:13; 1 Timothy 5:13; James 4:11*
11. Not practice sabotage, i.e. undermining the efforts of Reliant, one's manager, or another Reliant staff member. *1 Peter 2:1*
12. Not practice physical or verbal harassment. *Romans 12:17-21; 1 Peter 3:8-9; Ephesians 4:29; James 1:26*
13. Not practice or participate in sexual harassment. *Proverbs 11:9; Romans 12:10; Ephesians 4:29; 5:3-4*

14. Not practice any type of sexual misconduct (including outside of employment) that Reliant determines to be Biblically forbidden and are considered a violation of Reliant's standards as presented in Reliant's Sexual Misconduct Policy in the Employee Manual. *Exodus 20:14; Leviticus 18:22; Mark 10:6-9; Hebrews 13:4; Galatians 5:19-25; 1 Corinthians 6:18-20; 1 Thessalonians 4:1-8*
15. Not practice or participate in premarital sex, homosexual conduct, bisexual conduct, the use of pornography, sexual addictions, or act upon any disagreement with one's biological sex. *1 Corinthians 7:2; Hebrews 13:4; Leviticus 18:22; Romans 1:26-28; 1 Corinthians 6:9-12; Galatians 5:19-21; Proverbs 6:32; Genesis 1:27*
16. Not practice drunkenness or addiction to alcohol, or use of intoxicants or illegal drugs – including drugs deemed illegal under federal law (including outside of employment). Not report to work under the influence of alcohol, or use of intoxicants or illegal drugs – including drugs deemed illegal under federal law. *Isaiah 5:11; Proverbs 20:1; Ephesians 5:18; 1 Corinthians 6:20*
17. Not participate in, join with or identify with the activities, protests or groups in support of racial superiority or ethnic purity, white supremacy or nationalism, the alt-right, anti-Semitism; or other hate groups or speech whether it be in person, online or through social media. *Genesis 1:27-28; Mark 12:31; Ephesians 2:14-16; Revelations 7:9*
18. Treat all persons with respect and compassion, regardless of race, religion, gender, maternity, marital or family status, disability, sexual orientation, age or national origin. *John 13:34; Galatians 3:28; 5:14; Ephesians 2:14; 4:32*

If any staff member is found to be in violation of the Reliant Code of Conduct, Reliant reserves the right to take whatever personnel and disciplinary actions it deems appropriate up to and including termination, and Reliant reserves the right to do so in its sole and absolute discretion. In cases involving sexual misconduct, while Reliant may extend grace and forgiveness, it is under no obligation to continue an employee's employment. Thus, Reliant also reserves the right to reject employment and withhold volunteer status to applicants based upon sexual misconduct.

I have read and understand the Reliant Code of Conduct:

Print Name: _____

Fund #: _____

Signature: _____

Date: _____