

## 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 all above shall dedicate themselves to carrying out the mission of this organization (and the churches and ministries it serves) with honesty, loyalty, and trustworthiness, integrity, impartiality, love and respect for others.

Therefore, they agree to:

1. Conduct themselves in such a way that does not dishonor Jesus Christ, the Scriptures or His mission of the Great Commission.
2. Obey the laws of both the United States and, when Reliant has international involvement, the laws of the respective countries, in a matter consistent with Romans 13.
3. Respect the structure and responsibilities of Reliant's governing Board and uphold and implement policies adopted by the governing Board and Management.
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.
5. Respect and protect any privileged and confidential information to which they have access in the course of their employment duties.
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.
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.
8. Not abuse their position to obtain employment or to influence employment issues in the organization for family members, relatives or close friends. (nepotism)
9. Not practice insubordination, i.e. refusal to comply with the instructions of one's manager or supervisor.
10. Not practice or participate in gossip, talking maliciously about (whether rumor or fact) another staff member.
11. Not practice sabotage, i.e. undermining the efforts of Reliant, one's manager, or another Reliant staff member.
12. Not practice physical or verbal harassment.
13. Not practice or participate in sexual harassment or any type of sexual misconduct- e.g., fornication, adultery, or acts of homosexuality, etc. (including outside of employment).
14. Not practice drunkenness or addiction to alcohol, intoxicants or illegal drugs (including outside of employment). Not report to work under the influence of alcohol, intoxicants or illegal drugs.
15. Treat all persons with respect and compassion, regardless of race, religion, gender, maternity, marital or family status, disability, sexual orientation, age or national origin.

***I have read and understand the Reliant Code of Conduct:***

**Print Name:** \_\_\_\_\_ **Fund #:** \_\_\_\_\_

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_