



# Code of Conduct

<b>Policy Name:</b>	Code of Conduct
<b>Scope:</b>	All Staff and Associates
<b>Revision Date:</b>	March 9, 2023
<b>Last Review Date:</b>	March 9, 2023

As Christians dedicated to the Gospel of Jesus Christ, Reliant staff, associates, and volunteers will commit 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. For this reason, they will strive to uphold the highest standards of ethical, professional, and Christian behavior.

Therefore, each agrees to:

- Conduct themselves in such a way that honors Jesus Christ, the Scriptures, and His mission. (*Romans 12:1-2; Ephesians 5:1-2; Colossians 1:9-14; 1 Thessalonians 2:10-12; Philippians 2:1-8; 1 John 2:6*)
- Respect the structure and responsibilities of Reliant’s governing Board and abide by Reliant policies, standards, and procedures. (*Romans 13:1-5; Titus 3:1-2; Hebrews 13:17*)

**Stewardship** - *Utilize and manage all resources that God provides for His glory. (Luke 16:10-13; 1 Chronicles 29:9-17)*

- Act responsibly and with integrity with all ministry funds and only use them to further the ministry’s mission and not waste, misuse, or misappropriate them.
- Be a wise and faithful steward with all types of resources -- time, financial, health, etc.
- Be transparent, clear, and accurate about the work of their ministry and how donations will be managed and spent.

**Trustworthiness** - *Be honest and reliable and act in a way that inspires confidence and trust in all activities. (Proverbs 11:3; Proverbs 12:22; Proverbs 19:1; John 8:44; John 16:13; Philippians 4:8; 1 Thessalonians 5:19-22; 1 John 1:6; 3 John 1:4)*

- Be truthful in verbal and written communications, never plagiarizing another’s work or exaggerating facts.
- Disclose all potential, perceived, and actual conflicts of interest that could compromise their judgment or ability to act in the best interests of Reliant or the ministry they serve.
- Respect and protect any privileged and confidential information to which they have access in the course of their employment duties, except in cases where disclosure is necessary to prevent harm to persons or is required by law.
- Refrain from using a position of power or spiritual authority to shame, manipulate, or otherwise inappropriately influence others, including by or through the misuse of Scripture or claiming a direct revelation or “leading” from God improperly.

**Integrity** - *Demonstrate the highest standards of ethical and moral behavior in all activities. (Psalm 25:21; Psalm 101:2; Proverbs 10:9; Matthew 12:33-37; Galatians 5:19-25; 1 Thessalonians 4:1-8; James 4:17; 1 Peter 2:12)*

- Protect the integrity of the ministry by being above reproach in business dealings. This includes not using one's position with Reliant for personal financial gain, either directly or indirectly, in any business transaction conducted by or with Reliant. Do not have any business relationships with the organization, other than employment, unless otherwise approved by the Reliant Board or Management.
- Speak up when they see or experience wrongdoing. Report suspected violations of Reliant policy to the appropriate ministry leaders via [Reliant's reporting procedures](#).
- Refrain from abusing the power entrusted to them to obtain employment or influence employment issues in the organization for family members, relatives, or close friends.
- Refrain from practicing drunkenness, dependence upon alcohol, or using intoxicants or drugs deemed illegal under federal or state law (including conduct both inside and outside of employment). Do not report to work under the influence of alcohol, intoxicants, or drugs deemed illegal under federal or state law.
- In view of Reliant's commitment to a historical biblical understanding of God's design for human sexuality and gender, as well as Christian marriage as a union of one man and one woman (*Genesis 1:27; 2:18-24; Proverbs 6:32; Matthew 19:4-6; Romans 1:21-27, 1 Corinthians 6:9-20; Ephesians 5:22-33; Hebrews 13:4*):
  - Do not participate in premarital or extramarital sexual activity and intimacy that is reserved for a covenantal marriage relationship.
  - Refrain from same-sex sexual activity and gender identification that is incongruent with one's birth sex.

**Dignity** - *Respect the value and worth of each person as made in the image and likeness of God. (Genesis 1:27; Psalm 139:13-18; Jeremiah 1:5; Matthew 5:3-11; Matthew 22:36-40; Galatians 3:26-29; Ephesians 4:25-32)*

- Foster a ministry and work environment that honors others as image-bearers of God, free from unlawful discrimination, harassment, and abuse of any kind (spiritual, physical, verbal, sexual, etc.)
- Be thoughtful with their words, both spoken and written, and refrain from gossip, malicious speech (regardless of its truth), or bullying.
- Refrain from acts that unnecessarily and adversely affect the safety of one's self or other persons, including violating an established safety rule or generally accepted safe practice.
- Treat all people with respect and compassion, regardless of race, color, religion, gender, marital or family status, disability, sexual orientation, gender identity, gender expression, age, or national origin.
- Refrain from participation in, joining, or identifying with the activities, protests, or groups in support of racial superiority or ethnic purity, white supremacy or white nationalism, the alt-right or alt-left, anti-Semitism, or other hate groups or speech, whether it be in person, online or through social media.

If any employee or associate is found to have violated this Code of Conduct, Reliant reserves the right to take any and all personnel and disciplinary actions it deems appropriate, up to and including termination, and reserves the right to so act in its sole and absolute discretion.

Partner Churches and Ministries may have additional agreed-upon behavioral standards or codes of conduct beyond what is included in Reliant's Code of Conduct. Reliant employees and associates should also comply with the expectations of the partner organizations in which they serve.