

STAFF CODE OF CONDUCT¹

InterVarsity Christian Fellowship/USA

PREAMBLE

InterVarsity's purpose is to establish and advance witnessing communities of students and faculty at colleges and universities who follow Jesus as Savior and Lord. To honor our Lord before a watching world – and to represent him faithfully - staff must live consistently with Gospel values.² We acknowledge that “*all have sinned and fallen short of the glory of God*” and that justification comes only by his grace through Jesus Christ.³

We strive for a standard articulated by the Apostle Paul: “*Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is – his good, pleasing, and perfect will.*” (Rom 12:2)

Our goal is to establish an environment that enables staff to mature as followers of Jesus, exercise spiritual gifts, grow as godly leaders, and faithfully represent the Gospel with integrity. This requires a continuity between sincerely held beliefs and behaviors that are consistent with them.

This Code of Conduct, however, does not address all of these aspirations and positive Christian beliefs and behaviors. Rather, for purposes of clarity and accountability, it focuses primarily on unacceptable behaviors – both professional and personal - that are detrimental to our purpose and our souls. As a missional community, we both seek what is good but consciously reject what is bad.

APPLICATION

This “Code of Conduct” has been approved by InterVarsity's Board of Trustees to apply to all trustees, employees and appropriate volunteers. Repentance, intra-community discipline, and grace are all biblical concepts. Supervisors must consult with Human Resources and exercise discernment in taking corrective action. Misconduct may lead to appropriate disciplinary action, up to and including termination of employment.

INAPPROPRIATE CONDUCT

Abuse of Others⁴

We are called to love others as Jesus loves us. Any form of physical, verbal, sexual, mental or spiritual abuse is prohibited. Spouses, children, minors or vulnerable adults are of particular concern.

Criminal Conduct⁵

We abide by laws and do not engage in criminal conduct. Non-violent civil disobedience will be reviewed on a case-by-case basis.

¹ Examples of Scriptural framework for a Code of Conduct: Matt 5-7; Leviticus 19; Rom 1; 1 Cor 6; Gal 5:16-26; Eph 4:17-31; Phil 4:8-9; Col 3:1-17; Titus 2; 1 Pet 1:13-25

² 1 Peter 2:12

³ Rom 3:23-24

⁴ Matt 19:13-15; Lev 19: 15, 29-31; John 13:34-35; Gal 5:13; Eph 5:1-2

⁵ Rom 13:1-7

Discrimination⁶

We seek a work environment that treats every person with dignity. Discriminatory conduct that denigrates or shows hostility/aversion toward a person – due to his/her race/color, pregnancy, national origin, gender, genetic information, age or disability - is not allowed.

Disruptive and Destructive Behavior⁷

We create and sustain positive community. We abstain from behaviors such as abusive communications, bullying, gossiping, vandalism, cheating, fighting, threatening violence, and intimidating behavior. Such behaviors extend far beyond healthy disagreements and differing opinions.

Financial and Data Misconduct⁸

We manage InterVarsity-related finances and data with utmost integrity. Misconduct includes: intentional mismanagement of donations and ministry funds, embezzlement, theft, misuse of InterVarsity property or assets, identity theft, misuse of financial and personal data, fraud, bribery, misappropriation of funds or resources, and practices that are intentionally illegal, unethical, or dishonest.

Harassment⁹

Forms of disrespect that are intended to demean, demoralize, ridicule, disgrace, or humiliate another person are unacceptable. See “Discrimination,” above, for particular protected classes. Refer to InterVarsity’s Sexual Harassment Policy.

Insubordination¹⁰

We honor our leaders and supervisors. We remain teachable. Inappropriate conduct includes, but is not limited to: intentional and/or continuous patterns of disrespect, insubordination, and aggressive behavior towards leaders and supervisors. Consistent with our historical commitment to women leaders in the Fellowship, we support by our behavior InterVarsity’s “Women in Ministry Statement of Affirmation.”

If leaders or supervisors act inappropriately, staff may enter into InterVarsity’s grievance process. Refer to Work Related Concerns Policy and Grievance Policy.

Non-InterVarsity Income-Generating Personal Business¹²

Our facilities and equipment must be used to achieve InterVarsity’s purposes. Conducting income-generating personal business unrelated to InterVarsity’s mission is not allowed on premises owned, leased, or used by InterVarsity. This includes using Fellowship equipment or

⁶ Deut 10:18, Gal 3:28, Eph 2:11-21, Rev 7:9-10

⁷ 1 Cor 12; 2 Cor 10:8, 13:11;

⁸ 2 Cor 8:16-24; Deut 25:13-15; 1 John 1:5-7; 3:18

⁹ Gal 6:7-10; Eph 4:1-3, 15-16; 5:3-4; Col 3:15-17

¹⁰ Eph 4:22-24, 29; Titus 3:2; Acts 20:17-38

¹¹ Col 1:9-12

¹² Col 3:23-24; 1 Pet 4:10

premises for income-generating meetings, or regularly receiving letters or telephone calls. De minimis usage is permitted. Refer to our Additional Employment Policy.

Sexual Immorality¹³

We are thankful for God's gift of sex within the context of a monogamous, one woman/one man marriage covenant. Scripture teaches that all other sexual activities are outside His will, including: adultery, pre-marital sex and same gender sexual intimacy. In addition, deriving sexual gratification (lust) from pornography, videos, reading materials, indecent exposure, or engaging in unholy communications is inappropriate. We believe and behave¹⁴ in a manner that is consonant with our Theological Summary of Human Sexuality paper. Also refer to our Sexual Misconduct Policy.

Separation and Divorce¹⁵

The marriage covenant is intended to be a life-long commitment between one woman and one man. Staff who are separated or in divorce proceedings should actively - and in good conscience - pursue all reasonable avenues of reconciliation. Also refer to our Policy on Separating and Divorcing Staff.

Substance Abuse and Use¹⁶

Scripture teaches that our bodies are temples of the Holy Spirit. Excessive use of alcohol, misuse of prescription drugs, use of illegal drugs and recreational marijuana are prohibited. Alcohol is prohibited on InterVarsity premises and at official InterVarsity events.

¹³ Gen 2:18-24; Lev 18; Matt 5:27-28, 32; Matt 19:3-10; Rom 1:18-31; 1 Cor 7

¹⁴ For the purposes of this paragraph, "To believe and behave" means employees (1) agree with the substance and conclusions of the Theological Summary of Human Sexuality, (2) will not engage in sexual immorality as defined in this paragraph, and (3) will not promote positions inconsistent with the Theological Summary of Human Sexuality.

¹⁵ Matt 5:32; 19:5; Mark 10:2-10; 1 Cor 7

¹⁶ Rom 13; 1 Cor 6:15-20