



Lifestyle Statement

Pantego Christian Academy (PCA) is a religious, non-profit Christian school representing Jesus Christ throughout the evangelical Christian community worldwide. PCA requires its employees and volunteers ("staff") to be born-again Christians, living their lives as Christian role models (Rom. 10:9-10, 1 Tim. 4:12, Luke 6:40). Staff will conduct themselves in a way that will not raise questions regarding their Christian testimonies. A Christian lifestyle should reflect the biblical perspective of integrity and appropriate personal and family relationships, business conduct and moral behavior. A staff member is expected to demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority and a commitment to follow the Matthew 18 principle when an issue arises with fellow employees or administration.

CHRISTIAN STANDARDS OF LIVING

It shall be the policy of Pantego Christian Academy (the "Academy") to recruit or employ staff who will maintain a lifestyle based on biblical standards of conduct. Failure to do so may result in a reprimand, or in some cases, dismissal for the staff role. It is the goal of PCA that each staff member will have a lifestyle where "... Christ might have the pre-eminence." Col. 1:18.

It is the purpose of the Academy to exalt the Savior on every area of the Academy. One of the greatest evidences of strong Christian character is self-control. This quality alone sets the Christian world apart of our society. Proper conduct needs to be maintained during and after business hours.

The President is the sole and final authority regarding whether staff conduct is inconsistent with a committed Christian lifestyle, taking into consideration their interpretation of scriptural teaching and the Academy's Statement of Faith.

CHRISTIAN LIFESTYLE

The conduct of the Academy's staff reflects directly upon the Academy. Staff is expected to be courteous and helpful to the public, to partners of the Academy and those doing business with the Academy.

All staff is expected to adhere to the following general standards of a Christian lifestyle:

- *Staff is to maintain a consistent attitude of friendliness, teachability, and a love and concern for others;*
- *Staff is to treat all people of all races, religions, and cultures with respect and consideration;*
- *Staff is not to use or tolerate the use of profanity in the presence of minors;*

- *Staff is to portray a positive role model for minors by maintaining an attitude of respect, loyalty, patience, courtesy, and maturity;*
- *Staff shall not have critical or negative attitudes, gossip, and conduct not consistent with Christian standards cannot be tolerated, and are grounds for discipline up to and including termination of employment or dismissal;*
- *Staff will be expected to act and react with Christian love and understanding in all situations;*
- *Staff of the Academy will be subject to a background check, including criminal history; and*
- *Staff of the Academy are expected to adhere to the Academy's Marriage and Sexuality policy.*
- *It is imperative that all staff conduct themselves in a manner that reflects favorably upon the Academy.*

PCA expects staff to maintain a lifestyle based on biblical standards of moral conduct. Moral misconduct, which violates the bona fide occupational qualification for staff to be Christian role models, includes, but is not limited to, promiscuity, or homosexual behavior—or any violation of the unique roles of male and female. (Rom. 1:21-27, 1 Cor. 6:9-20). PCA believes that biblical marriage is limited to a covenant relationship between a man and a woman.

Should any staff conduct, whether on or off the premises, be criminal, dishonest, immoral in nature or unbiblical, or detrimental to the best interest of the Academy, then that staff member may be subject to discipline or dismissal depending upon the nature and extent of the infraction.

DRUG AND ALCOHOL USE

It is the desire of the Academy to provide a drug-free, healthful, and safe work environment for our staff. The use of illegal drugs and the abuse of alcohol pose serious threats to the Academy and its staff, and are inconsistent with a committed Christian lifestyle. To fulfill this desire, staff is required to report to work in appropriate mental and physical condition to perform their job in a satisfactory manner.

While on Academy premises and while conducting business-related activities off of Academy premises, staff is prohibited from the use, possession, distribution, or sale of alcohol, tobacco, or illegal drugs, or from being under their influence on the job. The legal use of prescribed medications is permitted while working if it does not impair the staff's ability to perform the essential functions of his/her job effectively and in a safe manner that does not endanger the safety of others in the work place.

The Academy reserves the right to require a blood test, urinalysis, or other drug/alcohol screening of persons suspected of using or being under the influence of drugs or alcohol where circumstances or work place conditions justify it. If a staff member's consent to submit to such testing is required as a condition of employment or volunteering, refusal to consent to a drug and alcohol testing is grounds for immediate discharge.

If you have questions or personal concerns regarding substance dependency or abuse, you are encouraged to seek counseling services. You may also wish to discuss these issues with your supervisor or Human Resources to receive assistance or referrals to appropriate resources in the community. Such issues may be raised without fear of reprisal.

MAINTAINING ETHICAL STANDARDS

The Academy has a reputation for conducting its business and ministry activities with integrity and in accordance with the highest ethical and biblical standards. You enjoy the benefit of that reputation and are obliged to uphold it in every activity you perform on behalf of the Academy.

If you are ever in doubt about whether an activity meets the Academy's ethical standards or may compromise its reputation, discuss the matter with your supervisor or with the Human Resources Department immediately.

I fully agree with the lifestyle statements and I will adhere to these guidelines.

Signed: _____ Date: _____

Printed Name: _____