

## SCHEDULE D - RESPONSIBILITIES OF COMMUNITY MEMBERSHIP FOR EMPLOYEES OF COLUMBIA BIBLE COLLEGE

Together with our two partner conferences – the BC Conference of Mennonite Brethren Churches and the Mennonite Church of British Columbia – Columbia Bible College seeks to equip people for a life of discipleship, ministry, and leadership in service to the church and community.

In light of our commitment to foster a community of growth and discipleship rooted in Christian convictions, Columbia's staff and faculty are expected to:

- Be committed and growing disciples of Jesus Christ, who seek to love God and neighbors fully and selflessly, and to embody the biblical virtues of humility, compassion, integrity, and faithfulness.
- Affirm the evangelical-Anabaptist convictions expressed within the *Confession of Faith* of either one of our partner conferences.
- Cooperate in creating the Christ-centered, kingdom-focused, world-impacting culture described within the *Columbia Staff & Faculty Attributes* document.
- Commit to upholding the following *expectations which help define the Columbia community and the ministry and Christian leadership role of all staff and faculty*.

*Balancing Freedom & Loving Concern.* While employees of Columbia Bible College may have a variety of personal views on lifestyle issues, it is expected that they will agree to balance personal freedom with a loving concern for others, living by the responsibilities of community membership described below. Individuals who cannot, with integrity, commit themselves to these expectations should not accept an invitation for employment. Violations of these standards are regarded as a serious breach of integrity within the community.

*Respectful Relationships.* All staff are expected to pursue healthy relationships within their workplace, family, neighbourhood, and church community. Healthy relationships are marked by selfless love, forgiveness, honesty, respect, and the fair treatment of all human beings. Married employees commit themselves to maintaining a loving, faithful, and lifelong marriage.

No Columbia employee should ever engage in unlawful discrimination, sexual harassment, abuse of relational power, acts of violence, or language that is abusive and demeaning. All staff and faculty are expected to be familiar with and abide by Columbia's policies around sexual misconduct and harassment.

Columbia's staff and faculty pursue God's design for sexual relationships, affirming the practice of sexual intimacy only within the context of a covenantal marriage between a man and woman. Employees honour God's design for sexual intimacy by avoiding pornography and sexual relationships outside of marriage.

*Respect for Law.* Columbia employees agree to uphold Canadian laws, as long as this does not conflict with the ethical demands of Christian discipleship.

*Use of Substances.* For reasons of individual and community health, Columbia employees are strongly encouraged to avoid impairment through the use of alcohol, cannabis, and other drugs at all times. While on campus and at Columbia-sponsored events, employees cannot be impaired by these

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substances or use these substances, except in rare cases (such as when use is prescribed by a physician). The College urges all employees to carefully consider the impact of these substances upon their health, relationships, and integrity. Please consult AM.231 Drug & Alcohol Policy for further details.

*College Response.* When employees are found to be living in contradiction to the standards outlined in this statement, the college's first response will be to deal with the situation in a restorative manner, inviting the employee to voluntarily address the area of concern and, in some cases, to consider counselling. Employees who continue to ignore these expectations could be subjected to a disciplinary process, which could result in the end of the employment relationship.

*For detailed policies, please consult:*

- AM.213 Harassment Policy
- AM.227 Consensual Romantic/Dating Relationships for Columbia Employees
- AM.228 Marital Breakdown Policy
- AM.804 Sexual Misconduct Policy
- AM.231 Drug & Alcohol Policy

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Signature

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Date