

# **Wilmont Place Baptist Church (“Wilmont”)**

## **Code of Conduct Policy**

### **For Facility Use**

**1. Policy Inclusions.** Wilmont’s Code of Conduct is rooted in its sincerely held religious beliefs and is consistent with the following resources that serve as the guiding documents of our church:

- a. The sixty-six books of the Christian Bible
- b. Wilmont’s Constitution and Bylaws

**2. Personal Conduct.** All persons or organizations (member or non-member) connected with Wilmont’s ministry through the use of its facility (including individuals, employees, volunteers, students, parents of students, groups, etc.) shall hereinafter be referred to as Wilmont community partners. All such Wilmont community partners must conduct their personal affairs on campus so there can be no opportunity for unfavorable reflections upon the Christian beliefs and mission of Wilmont or its ministries, either expressed or implied. The use of common sense, good ethical standards, and discretion will guide all who are called into community partnership with Wilmont in proper conduct. Failure to maintain reasonable standards is subject to severance from community partnership and use of the facility. It is expected that all partners of Wilmont will conduct themselves in a manner consistent with biblical standards, values, and character.

**3. Rules of Conduct.** In every organization where many people interact on a regular basis, some specific rules and policies are necessary to establish acceptable standards of conduct, assure fair treatment of all partners of the community, and enhance the smooth operation of the organization. Wilmont community partners are expected to become familiar with and abide by the standards outlined in this policy. The purpose of these rules is to maintain a community environment that protects the safety and dignity of each community partner without placing unreasonable restrictions on anyone.

Problems concerning Wilmont community partners’ roles, relationships, and professional conduct should first be handled directly with the person(s) involved. If a satisfactory resolution cannot be concluded, the matter should be referred to Wilmont’s CaringWell team. Specifically, Wilmont’s community partners shall respect the integrity and confidences of other community partners and those outside of our community attending any of our functions. Wilmont community partners are expected to operate within their respective roles.

In summary, Christian ethics demand that Wilmont community partners act in love and integrity, in confidentiality, and in alignment with the mission/purpose of this church.

**4. Inappropriate Conduct.** Set forth below are some examples of misconduct, teaching, or public representations which will not be tolerated within Wilmont’s community, campus, facilities, or off-site events. This list is not exhaustive and examples are not listed in order of seriousness.

- a. Dating, or otherwise becoming romantically involved with, anyone under legal age.
- b. Engaging in any activity which Wilmont’s community partner knows, or has reason to know, will adversely affect the mission of Wilmont.
- c. Deliberate damage or destruction of any church property or the property of any Wilmont community partner.
- d. Engaging in criminal conduct.

- e. Insubordination, including but not limited to, failure or refusal to obey the orders or instructions of a supervisor, teacher, or other Wilmont leader, or the use of abusive or threatening language toward a supervisor, teacher, or other Wilmont leader.
- f. Using abusive language at any time on campus.
- g. Wearing unprofessional or inappropriate styles of dress (including dressing in such a way as to willfully reject one's sex assigned at birth.)
- h. Violation of any safety, health, security, or church policies, rules, or procedures.
- i. Committing a fraudulent act or a breach of trust under any circumstances.
- j. Unlawful harassment including harassment of a sexual nature (with the understanding that Wilmont reserves the right to operate according to its sincerely held religious beliefs about biblical marriage and sexuality and therefore does not define "harassment" as including any enforcement of, or adherence to, its biblical principles and expectations in the areas of marriage, sexuality, dress, and discipline).
- k. Promoting or celebrating an alternate view of marriage, gender, or sexual identity contrary to Wilmont's religious beliefs of a biblical definition of marriage between one man and one woman or one's sex assigned by God at birth.
- l. Using social media in a way that misrepresents the religious beliefs or Christian character of Wilmont or defames the testimony of the church in any way.
- m. Smoking/vaping any substance or consuming alcohol on campus.
- n. Teaching, coaching, or advocating for beliefs contrary to Wilmont's firmly held religious beliefs as stated in paragraph 1 above.

If a Wilmont community partner has any doubt about whether certain conduct will constitute behavior that suggests a willful violation of the religious beliefs and practices of this church, the community partner should ask an appropriate Wilmont leader.

Wilmont has the right to terminate the community partner's Facility Use Agreement if Wilmont in its reasonable but good faith opinion believes the community partner has committed an act which constitutes an offence against the spirit of Wilmont's guiding documents for faith and practice. Use of the facility acknowledges an understanding that this church only partners with individuals or community ministries who agree to abide by its Code of Conduct which is rooted in its sincerely held religious beliefs and which Wilmont believes reflects a relationship representative of a walk with Christ and agrees that it will not use the facilities for any activities that are inconsistent with the church's Statement of Basic Beliefs.