

## **Clovis Christian Schools EMPLOYEE CODE OF CONDUCT**

Clovis Christian is a school dedicated to the glory of God. We are in existence to help students grow intellectually, physically, spiritually, and socially. The biblical and philosophical goal of Clovis Christian Schools is to develop students into mature, Christlike individuals who are equipped to exhibit a Christlike life. Of necessity, this involves the school's understanding and belief of what qualities or characteristics exemplify a Christlike life. It is expected that you will at all times attempt to live in accord with what our school represents and believes, and that in all things you will represent it well as an example of what its students should exemplify. CCS is committed to the teachings of the Bible, and we are persuaded that there should be a direct relationship between what a Christian teacher believes and how he or she acts. High standards of conduct are required of all those associated with the School. The following items exemplify the standards of Christian moral conduct, which will help us have a school that is Godly and orderly, while providing our students and their families with Christian role models:

1. Whether at the school or away from school, your goal should be to “let your light so shine before men that they may see your good works and glorify your Father which is in heaven” (Matt. 5:16) Christians should desire to honor the Lord and to maintain a testimony of love for the Lord. Therefore, we should be alert to do things that please the Lord (Phil. 2:13, I Thess. 4:1) and desire to think like Christ (Phil. 2:5).
2. Faculty and staff should show respect for those in authority over them (Eph. 6:5-8:1; I Tim. 5:1; I Pet 2:17,18).
3. Faculty and staff will show respect for the feelings and property of others (Phil. 2:3).
4. Every faculty and staff member should allow the Holy Spirit to rule their tongue. They will strive to avoid offending and hurting others by careless and thoughtless words, words that may be a stumbling block, gossip, backbiting, or slander (Prov. 10:1, 25:9; Rom. 1:29, 30).
5. Faculty and staff members should recognize that using the tongue for cursing, vulgarity, profanity, and lying has no place in the life of a Christian.
6. Stealing and cheating are condemned by God's Word and therefore will not be tolerated at Clovis Christian Schools (Ex. 20:15; Eph. 4:28).
7. Faculty and staff should practice sexual purity in word and deed. Sexual intimacy should be reserved for a faithful, life-long marriage of one man and one woman. Christians should oppose all forms of sexual immorality, including premarital sex, adultery, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography. (Gen. 1:27-28, 2:18-24, 19:1-7; Lev. 18:22, 20:13; Prov. 5; Matt. 5:27- 32, 19:9; Rom. 1:24-32; I Cor. 6:9-10, 7:1-5).
8. Clovis Christian Schools does not accept or retain faculty, staff, or students who engage in sexual immorality, including any employee who professes or

- practices a homosexual/bisexual lifestyle, as well as any employee who condones, supports, or otherwise promotes such practices (Leviticus 20:13, Romans 1:27).
9. All CCS employees are expected to dress in conformance with one's biological sex and use the restrooms, locker rooms, and changing facilities conforming with one's biological sex.
  10. No faculty or staff member will use, have in his or her possession, or make pretense of using, possessing, or encouraging others to use illegal drugs at or away from the School.
  11. Faculty and staff members are expected to maintain Christian standards of courtesy and kindness as well as a pleasant spirit and a constructive attitude (Num. 11:1; Ps. 142:2; John 16:33).
  12. A disagreement with a faculty or staff member should be approached in a scriptural manner. The offended party should attempt to reconcile the difference with the other party before bringing in a higher authority (Matt. 18:15-17).

It is my desire to serve as a Christian role model for all CCS students, families, and faculty/staff. My signature below indicates I have read the Employee Code of Conduct and agree to abide by each standard of Christian moral conduct.

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Employee Signature

Date