

- 1 Staff will not meet off campus alone with a member of the opposite sex.*
- 2 Staff will not have a member of the opposite sex pick them up or drive them places when it is just the two of them.*
- 3 Staff will not kiss any attender of the opposite sex or show affection that could be questioned.*
- 4 Staff will not visit a member of the opposite sex alone at home.*
- 5 Staff will not be on campus in a building alone with a member of the opposite sex before or after office hours.
- 6 Staff will not counsel a member of the opposite sex alone after business hours at the office and will not counsel the opposite sex more than once without that person's spouse or fiancé present. They will be referred to an approved counselor or a member of their own gender.
- 7 Staff will not discuss detailed sexual problems with a member of the opposite sex in counseling. They will be referred to an approved counselor.
- 8 Staff will not discuss their own marriage problems with an attender of the opposite sex.
- 9 Staff will be careful in answering emails, instant messages, chatrooms, cards or letters from members of the opposite sex.

- 10 Staff will make co-workers protective allies and help each other avoid questionable circumstances.
- 11 Staff members should use caution - and married team members should use extreme caution - when engaging with members of the opposite sex via social media, emails, text messages, etc. Social media will play an increasingly important part in productive ministry, and at the same time will escalate risk for our team members. There have been - and will continue to be, countless marriages destroyed by relationships born in a virtual environment. We must be increasingly vigilant and set a standard that is above reproach.
- 12 Staff members will have meaningful accountability relationships.
- 13 Staff members will do life and leadership in group settings. (We will avoid one-on-one settings.) Jesus never had regular one-on-one meetings. All his leadership training and development were in group settings. The one-on-one model of leadership meetings and discipleship is not what Jesus modeled, so we are working to eliminate this method of leadership. There is not only strength in numbers, but there is collaboration, accountability and wisdom.

**Does not apply to unmarried staff*