



PENN CHRISTIAN ACADEMY

EMPLOYEE CODE OF ETHICS

1. I agree that, as part of the qualifications for this position, I am a "born-again" Christian who knows the Lord Jesus Christ as Savior (John 3:3, 1 Peter 1:23). I accept without verbal or mental reservations the school's Statement of Faith, and I am committed to upholding it.
2. I agree to manifest by daily example the highest Christian virtue serving as a **Christian role model** (1 Timothy 4:12) both in and out of school to pupils (Luke 6:40), parents, and fellow employees. I agree to be a role model in judgment, dignity, respect, and Christian living. I acknowledge that this includes, but is not limited to, the refraining from such activities as the use of tobacco, illicit drugs, the use of vulgar and profane language, and the public use of alcoholic beverages (Col. 3:17 KJ, Titus 2:7-8 TLB, 1 Thess. 2:10 TLB, 1 Thess. 5:18, 22-23 KJ, and James 3:17-18).
3. I agree to accept the board's interpretation of biblical standards for my sexual behavior. That any sexual misconduct—including, but not limited to—premarital, extramarital, or homosexual activity; sexual harassment; use or viewing of pornographic material or websites; and sexual abuse of children is forbidden and violates the employment requirement of being a **Christian role model**. I agree that such behaviors are grounds for immediate dismissal from my position of ministering to children.
4. I also agree that the unique roles of the male and female are clearly defined in Scripture, and that Romans 1:24-32 condemns the homosexual lifestyle (Romans 12:1-2; 1 Cor. 6:9-20; Ephesians 4:1-11, 5:3-5; 1 Thessalonians 4:3-8; 1 Timothy 4:12; 2 Timothy 2:19-22; 1 Peter 1:15-16, 2:15-17; 1 John 3:1-3).
5. I agree to faithfully attend and financially support a local church whose fundamental beliefs are in agreement with the Statement of Faith of this school (Hebrews 10:25).
6. I affirm that I have read and will abide by the Job Description. I also agree to abide by any additions, changes, or deletions made to school policies at the sole discretion of the School Board without prior notice during this contract year.
7. I agree to provide the Administrator with a copy of all required Clearances as covered by Pennsylvania law and I testify that I am not involved in any activity that could cause harm to a child.
8. I agree to provide the Administrator with an official transcript of all college and graduate studies and I testify that I meet the qualifications for the position that I may be hired to fill.
9. I agree to maintain an atmosphere that is conducive to a healthy work environment. This includes maintaining a professional appearance.
10. I agree to try at all times to understand, appreciate, love, and serve the students, faculty, staff and parents. I agree to observe appropriate confidentiality in regard to pupil, parent, and school matters.
11. I agree to be on time and efficient in my work performance each day. I also agree to be present for such meetings and conferences as may be called by the administration.

12. I agree to avoid highly debatable topics as much as possible that tend to divide Christians. I agree that a student is to be referred to his/her local church if a debatable topic arises of a theological nature.
13. I agree to attempt to resolve differences with others (parents, fellow-workers, administration) by following the biblical pattern of Matthew 18:15-17.

Please sign below if you are able to agree to the school's Code of Ethics should you be selected for hire:

Candidate Signature: _____ Date: _____