

MORAL CONDUCT POLICY

Rationale

In order to maintain the Christian character of the schools, it is important that School Board members, Employees, Volunteers, Parents/Guardians and Students uphold by precept and example, Biblical standards of moral behavior. All sin, whether hidden or visible, is an offense against God, but not all sin has equal consequences in a Christian community. Those which are visible and disruptive can directly impact the life and testimony of that community to the world and cannot be accepted. KCES opposes all behaviors which are specifically condemned in the Bible. Furthermore, the Koinonia Christian Education Society opposes those offenses such as sexual harassment and child abuse which, while not mentioned by name in the Bible, involve the clear violations of Biblical standards which this policy addresses.

Policy

- 1. The following kinds of speech are unacceptable to KCES whether the speech occurs at the schools or outside of the schools by a School Board member, Employee, Volunteer, Parent/Guardian or Student:***
 - a) Vulgar or suggestive speech (Ephesians 5:4)***
 - b) Gossip or slander towards an individual or group (Proverbs 26:20)***
 - c) Intimidation (Ephesians 6:9)***
 - d) Threats of violence (Psalm 11:5)***
 - e) Lying (Exodus 20:16)***
 - f) Swearing (Exodus 20:7)***
- 2. The following kinds of behavior are unacceptable to KCES whether the behavior occurs at the schools or outside of the schools by a School Board member, Employee, Volunteer, Parent/Guardian or Student:***
 - a) Stealing (Exodus 20:15)***
 - b) Drunkenness (Galatians 5:21)***
 - c) Violence against another (1 John. 3:11; Matthew 22:39; Jeremiah 22:3)***
 - d) Any kind of sexual misconduct including***
 - i) Viewing or reading of pornographic material (Philippians 4:8)***
 - ii) Lewd or suggestive speech or behavior (Ephesians 5:3-7)***
 - iii) Sexual contact outside of biblical marriage (1 Corinthians 6:18; I Thessalonians 4:3-7; Hebrews 13:4; Exodus 20:14; Romans 1:26-27; Galatians 5:19-21)***
 - e) Sorcery or Witchcraft (Deuteronomy 18:10-12; Isaiah 8:19; Galatians 5:20)***
 - f) Vandalism (Romans 12:17-21)***
 - g) Marrying an unbeliever (II Corinthians 6:14). An unbeliever shall be defined as an individual who cannot or will not adhere to the Statement of Faith.***
- 3. None of these prohibited activities shall in any way be promoted or approved by the***

School through speech, written material, or example.

4. ***All School Board members, Employees, Volunteers and Students shall conduct themselves in such a way as to avoid the appearance of evil and possible false accusations. For example, special care shall be taken when meeting with or transporting any Student or Employee on an individual basis.***
5. ***When School Board members, Employees, Volunteers, Parents/Guardians or Students become aware of, or suspect that moral misconduct may have occurred they are responsible to immediately report such instances of moral misconduct to those in a supervisory role. Students and Parents/Guardians shall report to a Teacher or the Principal. School Board members, Employees and Volunteers shall report first to the Principal, secondly, if necessary, to the Chair of the Board, and lastly, if necessary, to the Superintendent.***
6. ***Everyone involved in reporting or investigating an incident of moral misconduct shall speak about the matter only to those individuals who can be a part of the solution. Thus, Students shall not talk to other Students, and Employees and Volunteers shall not talk to other Employees or Volunteers. All conversation shall be directed to those individuals investigating the matter or to an adult (e.g. Parent, Pastor) who can assume the role of counselor to the injured party.***
7. ***The School (Principal, Chair, Superintendent and others such as Social Workers or Counselors as needed) shall investigate every accusation of moral misconduct taking care to balance the rights of the accused with the rights of the victim, and taking due care to guard the reputation of the School. Those investigating shall operate under the twin assumptions that the accusation might be true and that it might not be true. The goal is to determine the truth of the matter. Attention shall be directed to obtaining specific details regarding events, dates, and times. A written record of the investigation shall be kept by the investigating authority.***
8. ***Interviews of Employees, Volunteers, Parents/Guardians and Students will be conducted by a minimum of two individuals, at least one of whom will be the same sex as the person being interviewed. The person being interviewed shall be given the option of having an individual accompany them at this interview. Where there are indications that sexual misconduct involving Students has occurred, their Parents/Guardians will be notified immediately except in a case where there is a possibility that the Parent/Guardian himself or herself is involved. In this case, civil authorities will be notified immediately in order that they may conduct an investigation which is beyond the jurisdiction of the School.***
9. ***Students found to have violated the moral standards of the School shall be disciplined in accordance with the Discipline Policy as it applies to Serious Offenses.***
10. ***School Board members and Employees found to have violated the moral standards of the School shall be disciplined in accordance with the Discipline, Suspension, & Dismissal Policy.***
11. ***Volunteers found to be in violation of the moral standards of the School shall not be permitted to volunteer at the School.***
12. ***School Board members, Employees, Volunteers, Students, or Parents/Guardians whose actions give cause to believe there is a violation of the law (assault, sexual harassment, sexual or physical abuse, etc.), shall immediately be reported to the appropriate civil authorities.***

13. ***School Board members, Employees, Volunteers, Parents/Guardians or Students who encourage (actively or passively) others to engage in any of these prohibited activities may be held equally liable to discipline or removal from the school.***
14. ***The Principal shall ensure that Employees, Volunteers, Students, and Parents/Guardians are informed of this policy on an annual basis. Every Employee shall annually indicate that they have read, understand, and agree to abide by the Moral Conduct Policy. This will be kept on file with their annual contract.***
15. ***The Principal shall ensure that the School curriculum addresses, at each grade level, the issues in this policy which are appropriate to that grade.***
16. ***Every School is required to adhere to the Child Protection Procedures Manual (attached) as amended from time to time.***