



Code of Christian Conduct

Approved: 10-15-2024

At Informed Choices, Christianity is central to our purpose and mission. All organizational affairs are conducted in full accordance with the Bible, the Informed Choices Statement of Mission, Statement of Corporate Faith, Statement of Principle, Bylaws, and related policies reflecting the organization's religious nature. It is the Center's policy to be staffed by committed disciples of Jesus Christ, both employees and volunteers. Every employee and volunteer is expected to review and affirm their agreement with these standards annually, in both doctrinal belief and practical application, as a condition of continued affiliation. Violation of this Code shall constitute cause for discipline, up to and including termination.

"...set an example for believers (and unbelievers) in speech, in life, in love, in faith, and in purity." (1 Timothy 4:12b)

"Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ." (Philippians 1:27)

1. Biblical and Legal Standards

- We believe the Bible is the authoritative Word of God and provides guidance for our lives.
- We live a lifestyle consistent with biblical values.
- We are conscious of the fact that everything we do, directly or indirectly, has the potential to reflect upon Informed Choices as a whole.
- We operate in accordance with all applicable laws.
- We believe in chastity outside of marriage and fidelity within. We believe in the sanctity of marriage between one man and one woman as taught by the Bible. Therefore, all staff and volunteers commit to a lifestyle of sexual purity and will refrain from engaging in any sexual relationships outside the bonds of Christian marriage.

2. Sanctity of Human Life

- We believe in the sanctity of human life from the moment of conception to natural death.
 - We oppose abortion, except to save the life of the mother.
 - We oppose all forms of abortifacients.
 - We give accurate information about pregnancy, fetal development, lifestyle issues, and related concerns.
 - We do not offer, recommend, or refer for abortions or abortifacients, but we are committed to offering accurate information about abortion procedures and risks.
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3. Communication and Team Interaction

- We treat everyone with respect and compassion, ensuring that all interactions are courteous and considerate.
- All of our communications and marketing are truthful, honest, and accurately describe the services we offer.
- We respect confidentiality and only disclose information as required by law or as otherwise authorized by the client, patient, student or volunteer.
- We support one another, celebrate successes, and stand by each other in times of need, fostering a sense of unity and belonging.
- We encourage each other to continually grow in our relationship with God, remain active in a local church family, and support one another's personal and spiritual development.
- We aim to communicate in ways that give life, reflecting grace, kindness, and respect.
 - Public praise and private criticism are our standard.
 - Meetings and emails are used for positive communication and instruction, not for confrontation.
 - When necessary, we speak truth in love privately, ensuring that all feedback is constructive, respectful, and given in a one-on-one setting.
 - We commit to resolving conflicts biblically (Matt 18:15-17) and freely giving grace and forgiveness. We hold one another accountable to these high standards of conduct.
- All "conflict of interest" relationships will be avoided with Board members, staff, suppliers, those we serve, and other organizations with whom we deal, unless disclosed and approved.
- No one will accept gifts or favors which might influence the performance of their responsibilities.

4. Unacceptable Behaviors

The following categories of behavior are considered unacceptable and subject to discipline in accordance with this Code:

- Improper dress (*See Employee Manual section 2.18*)
- Sexual harassment (*See Employee Manual section 2.2*)
- Theft
- Malicious gossip
- Abusive language
- Threatening or engaging in physical violence or aggression
- Child or spousal abuse or neglect
- Sexual contact outside of the biblical covenant of marriage between a man and a woman (*See Employee Manual section 1.3 Marriage, Gender, and Sexuality*)
- Substance abuse (*See Employee Manual section 2.21*)

Commitment to This Code

As a member of Informed Choices, I affirm my agreement with the doctrinal and practical standards outlined in this Code. I commit to uphold these values, reflect the character of Christ, and live a biblical lifestyle in all aspects of my work and personal life.

Signature: _____ Date: _____

Printed Name: _____