



Moral Conduct Standards

Rationale: In these days where biblical moral commitments are unclear and questioned ... even by professing Christians ... Artists in Christian Testimony, as a ministry and missionary expression of the Historic New Testament Church, wants to be as clear as possible about its commitment to a biblical moral standard of conduct.

Therefore ...

Policy Statement: Artists in Christian Testimony [A.C.T. Intl] is committed to the maintenance of a healthy work environment. Because of this, the following acts or behaviors are unacceptable for A.C.T. Intl personnel and will not be tolerated. Such acts may subject them to discipline, up to and including termination of their relationship with A.C.T. Intl.

These acts or behaviors include, but are not limited to, the following: adultery, fornication, homosexuality, financial malfeasance, child abuse (sexual, physical or emotional), incest, physical, sexual or substance abuse, acts of violence, serious marital problems that in the opinion of the Ministry's leadership could lead to divorce, habitual viewing of pornographic materials, indecent exposure and sexual harassment [specifically see A.C.T. Intl's Policy Against Sexual Harassment].

Prior to taking action, ministry leaders and administrators in A.C.T. Intl are required to consult with the Home Office Manager, in consultation with the Office of the President, on any situation where a breach of the above Moral Conduct Standard is reported, proven or confessed.

If those violating the Moral Conduct Standard are serving A.C.T. Intl under an agreement with another agency, that agency will also be notified of the facts and nature of the violation as well as the action being taken by A.C.T. Intl

It is the responsibility of those reporting violations of the Moral Conduct Standard to do so in accordance with the biblical guidelines of Matthew 18, Galatians 6:1-2, & 1 Timothy 5: 19-20; and, to prevent unnecessary disclosure of sensitive information, either within or outside the organization, the reporting person, or the offended person should—in writing with a specific list of allegations, along with at least one other witness or person substantiating these offenses—initially only contact the A.C.T. Intl Home Office Manager and/or the President. If the President is the alleged violator of this policy, the Home Office Manager and the Board Chair are to be simultaneously contacted.

The A.C.T. Intl President, in conjunction with the Home Office Manager and the direct ministry supervisor will adjudicate such accusations, and take appropriate actions. Where the President is involved, the Board of Directors will adjudicate the situation.

Articulated by
Byron Spradlin, with Larry Moshell

Confirmed by the A.C.T. Intl Board at the November 5, 2004 Meeting

Staff signature indicating agreement with Standards

Date

Spouse signature if also A.C.T. Intl Staff

Date