

CODE OF CONDUCT

STANDARD OF CONDUCT

Evangelistic International Ministries, Inc. (EIM) considers each Board member, employee, and volunteer a vital part of our team and an important representative of the ministry. We expect each person to adhere to this Code of Conduct so as to conduct themselves in a professional and Christian manner and in such a way as to bring honor to the name of Christ, and to enhance the reputation of EIM as goodwill ambassadors, in all situations while representing the ministry. This goodwill directly and indirectly affects the overall growth and development of the ministry and increases ministry opportunities for all.

PERSONAL CONDUCT

Alcohol and Drugs

The possession, use or sale of alcohol or illegal drugs on ministry premises, or anywhere EIM is being represented, is strictly prohibited and is grounds for termination. Also, any Board member, employee, or volunteer found to be under the influence of alcohol and/or drugs while involved in the activity and duties of this ministry will be terminated and dismissed of their duties. Trafficking of alcohol and illegal drugs, as well as legal drugs, is strictly prohibited and is grounds for termination. This will not be tolerated from anyone, whether they be a Board member, employee, volunteer, or anyone representing EIM in a foreign or domestic capacity.

Dress Code

Clothing shall be modest and conducive to representing one's self in a manner appropriate according to the Biblical standard for Christian representation. Each employee, and each volunteer is expected to dress appropriately, and are all held to the same standard while working with EIM in all ministry activities. Management will offer guidance as to proper attire. Disciplinary action may be taken if appropriate dress standards are not maintained. This may include suspension and/or dismissal from ministry activities. This standard also applies to all Board members.

Behavior

Other forms of behavior that detract from the good reputation and work of the ministry that we want to achieve include:

- a) vandalism
- b) falsification of records
- c) stealing
- d) being the aggressor in a fight
- e) use of profanity
- f) gossip and/or being a false witness against another person
- g) breach of confidentiality

Such behavior will not be tolerated and shall result in disciplinary action, possibly leading to dismissal.

MINISTRY TRAVEL

When a Board member or employee of, or a person volunteering with, Evangelistic International Ministries, Inc., is traveling domestically or internationally for, and engaging in the ministry activities of EIM, the same standards set forth in this Code of Conduct is expected and required from each person. Failure to adhere to these standards, may result in suspension or revocation of future travel with EIM.

SEXUAL HARRASSMENT, EXPLOITATION, ABUSE, AND TRAFFICKING

Sexual Harassment

Sexual harassment of any kind will not be tolerated in this ministry, including during foreign and/or domestic travel, anywhere EIM is represented. Sexual harassment is defined as a continuing pattern of unwelcome sexual advances, requests for sexual favors or physical contact of a sexual nature. Sexual harassment is grounds for dismissal from this ministry's Board membership, employment, and volunteer status.

Protection from Sexual Exploitation and Abuse (PSEA)

EIM will not tolerate the sexual exploitation and abuse of any person (child or adult) by anyone representing the ministry and/or participating in ministry activities domestically, or in a foreign country. This applies to all Board members, employees, and volunteers. Every EIM representative will be strictly held to the following principles as outlined below:

1. Sexual exploitation and abuse by EIM workers or volunteers constitute acts of gross misconduct and are therefore grounds for termination of employment, and/or dismissal of duties.
2. Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief regarding the age of a child is not a defense.
3. Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited. This includes exchange of assistance that is due to beneficiaries.
4. Any sexual relationship between those providing humanitarian assistance and protection and a person benefitting from such humanitarian assistance and protection that involves improper use of rank or position is prohibited. Such relationships undermine the credibility and integrity of humanitarian aid work.
5. Where an EIM worker or volunteer develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker or volunteer, whether with EIM or other partnering organizations, or not, he or she must report such concerns via established organization reporting mechanisms.
6. EIM workers and volunteers are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Employees at all levels have particular responsibilities to support and develop systems which maintain this environment.

Child Safeguarding

EIM considers the protection and welfare of all children in the highest regard and hold all representatives of EIM to the highest standard of conduct with children. EIM, as a ministry organization, and each person who represents and participates in the ministry activities of EIM must abide by the following child safeguarding core principles:

1. Ensure compliance with host country and local child welfare and protection legislation or international standards, whichever gives greater protection, and with U.S. law where applicable;
2. Prohibit all personnel from engaging in child abuse, exploitation, or neglect;
3. Consider child safeguarding in project planning and implementation to determine potential risks to children that are associated with project activities and operations;
4. Apply measures to reduce the risk of child abuse, exploitation, or neglect, including, but not limited to, limiting unsupervised interactions with children; prohibiting exposure to pornography; and complying with applicable laws, regulations, or customs regarding the photographing, filming, or other image-generating activities of children;
5. Promote child-safe screening procedures for personnel, particularly personnel whose work brings them in direct contact with children; and
6. Have a procedure for ensuring that personnel and others recognize child abuse, exploitation, or neglect; mandating that personnel and volunteers report allegations; investigating and managing allegations; and taking appropriate action in response to such allegations, including, but not limited to, dismissal of personnel.

Trafficking In Persons

EIM recognizes human trafficking as one of the most important issues of our day. Human trafficking in any form demoralizes another human being and will not be tolerated by EIM. All EIM Board members, employees, and volunteers must not engage in any form of trafficking in persons. Any violation of this policy will result in immediate termination and dismissal of duties and all violators will be reported to the appropriate authorities.

(Trafficking in persons (human trafficking) is defined as the recruitment, transportation, transfer, harboring, or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation, and also includes, at a minimum, exploitation of the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery or practices similar to slavery, servitude, or the removal of organs.)

CONFLICT OF INTEREST

EIM prohibits all Board members, employees, and volunteers from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain. Solicitation or acceptance of gratuities, favors, or anything of monetary value for personal gain, or for the gain of any member of his or her immediate family, or an organization, by anyone representing EIM is not allowed.

POLICY VIOLATIONS AND REPORTING

EIM believes that the integrity of everyone who represents the ministry in all of its functions is of the highest priority, and any violations of this Code of Conduct will not be tolerated from any Board member, employee, or volunteer. No one who, in good faith, reports a violation or cooperates in the investigation of a violation shall suffer harassment, retaliation, or adverse employment or volunteer consequences. Any reports of violations must be submitted to the President of EIM for review and investigation. For those engaging in conduct in violation of this Code of Conduct, their actions may result in suspension, termination and/or dismissal of duties.

CODE OF CONDUCT ACKNOWLEDGEMENT

I acknowledge that I have received, read and understand the Code of Conduct of Evangelistic International Ministries, Inc. (EIM). I understand that failure to comply with this statement could result in disciplinary action up to and including terminations of Board membership, employment and/or volunteer status.

DATE: _____

SIGNATURE: _____

PRINT NAME: _____