



NAME: 01.06 PROFESSIONAL STANDARDS	VERSION: 2
ADOPTED: JUNE 9, 2014; REVISED: SEPTEMBER 29, 2014	REVIEW: 2018-2019

REVIEW EVERY 4 YEARS

PREAMBLE

“It is the mission of The Richmond Christian School, in obedience to the infallible Word of God, and led by His Spirit, to provide a quality, Christ-centered education, equipping all students to joyfully serve Christ in all aspects of life.” We seek to present and model a biblical worldview which encourages serving others, living with integrity and extending our understanding of Christ’s redemptive claim on all of life.

For these reasons we expect each employee, including teachers, administrators and support staff, as well as Board and Committee volunteers, to serve as exemplary role models for our students and society. Each employee and Board or Committee volunteer agrees to follow and comply with the following statements of conduct and lifestyle, as an expression of the privilege and responsibility of working in a Christian school. These standards must be adhered to in public and private life; and in school related and non-school related activities.

The existing standards of behaviour of the Society are found in its Constitution and the policies of the Society. This document is not intended to replace those standards and expectations but rather to restate and add to them.

GUIDING PRINCIPLES

1. Beyond the standards and laws by which all citizens of our country are governed, Richmond Christian School recognizes the final authority of the Biblical Scriptures in all matters of Christian faith and love. An abundance of scriptural references can be identified from which behavioural standards of conduct could be drawn. Following are two references from the Old and New Testaments which may be used to describe how we should live in community with one another.

Micah 6:8

“He has shown you, O mortal, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.”

Colossians 3:12

“Therefore, as God’s chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. Bear with each other and forgive one another if any of you have a grievance against someone. Forgive as the Lord forgave you. And over all these virtues put on love, which binds them all together in perfect unity.”

RESPONSIBILITIES

RCS Employees will be required to agree to the following:

2. I will be familiar with the goals and mission of the Richmond Christian School and the Constitution of the Society, I agree to conduct myself in ways which promote and are consistent with these goals and mission, as well as with the principles set out in the Constitution, in particular those sections of the Constitution regarding the basis of the Society, its religious principles and the elements of Christian education.
3. I will respect my co-workers and all members of the school community (including students, parents, Board and Committee volunteers) and conduct myself towards them in ways which reflect Christian ethical standards and the Constitution of the Society. I will avoid behaviour which may unjustly damage their professional or personal reputation.
4. I will honour and follow the disciplinary procedures prescribed in the Policies and Procedures of RCS.

LIFE STYLE EXPECTATIONS

5. The following lifestyle expectations are considered vital for teachers, employees, as well as for Board and committee members of the school:
 - a. Active involvement in a local Christian church.
 - b. Respecting that intimate relationships are only appropriate between a husband and a wife where there is a legal covenant between them.
 - c. Demonstrates courteous, polite, respectful and considerate behaviour for all members of the community which includes but is not limited to students, teachers, administration, board of trustees, committees, parents and guardians.
 - d. Demonstrates respect for life from the time of conception until the end of life.
 - e. Respects the privacy and rights of others as well as that of Richmond Christian School on social media or other public mediums.
 - f. Acts with honesty and integrity, abiding by and upholding all rules and regulations of the school and society and assists/encourages others to do the same.

6. The following lifestyle choices or activities are considered unacceptable by the community of Richmond Christian School:
 - a. Membership in any organization that promotes prejudice, intolerance or discrimination on the basis of race, religion or ethnicity.
 - b. Any conduct or behaviour which is violent or abusive; demeans other persons, regardless of race; gender; religion; sexual orientation; political view; etc.
 - c. Accessing, (viewing and/or distributing) any type of pornographic or sexually explicit material.
 - d. The use of illegal drugs or the abuse of any drugs.
 - e. The abuse of alcohol, intoxication or impaired driving.
 - f. Engaging in any criminal activity, civil wrongdoing or any activity which is dishonest or fraudulent.
 - g. The use of profane, abusive or blasphemous language.
 - h. The profession or practice of non-Christian beliefs.

7. I understand that while the School community recognizes that all Christians have failings, it rightly calls me to live up to the expectations outlined above. I understand the importance of promoting the principles of faith upon which the School is based, in my role as an employee or Board or Committee volunteer and through the example of the way in which I live my life.

ALLEGATION OF A BREACH OF THE PROFESSIONAL STANDARDS

8. Any allegation of a failure or refusal to meet the standards set out above will be dealt with in a caring, loving and expedient manner. The primary purpose and focus of the investigation and any disciplinary action will be reconciliation, repentance, forgiveness and healing.
 - a. A Letter of Discipline may be placed on file, stored in their employment file, for a set amount of time. A Letter of Discipline may be kept on file for a limited time, as stipulated within it, if the problem is rectified as required and a substantiated the change of behaviour is evidenced.

RCS Employees will be required to agree to the following:

9. I understand that persistent and unrepentant continuance of an unacceptable behaviour or lifestyle constitutes grounds for disciplinary action by the Richmond Christian School Society. Depending upon the severity of the violation of the Professional Standards I recognize that I may be subject to each and any combination of the following disciplinary actions:
 - a. Letter of Discipline filed on my permanent record, outlining the violation and the consequences of further continued behaviour.

- b. Probationary letter on my permanent record, outlining expectations for changes in behaviour and a time line for successful implementation.
 - c. Suspension, with or without pay.
 - d. Termination of Employment.
10. I understand that allegations of child neglect or abuse, criminal activity and/or criminal charges will result in suspension with or without pay, depending on the nature of the allegation.
- a. Following an investigation, in compliance with the Dispute Resolution policy, findings may lead to the suspension and dismissal of the employee in question.
 - i. As per school policy and where regulations exist, the Board of Trustees and required governing bodies will be notified of the disciplinary action that has occurred.