

Code of Conduct

One Hope Canada is a distinctively Christian organization. Our personnel policies are built on principles taken from the Holy Bible. The Scriptures are the final authority guiding our faith and actions. Our understanding and interpretation of Scriptures is consistent with the evangelical Christian tradition.

One Hope Canada endeavours to comply with legislation regarding employment standards and human rights. Wherever there is a conflict between Canadian legislation and the Bible, the principles of the Bible will take precedence.

The following principles must be followed by staff members, board members, and One Hope Canada volunteers. We will refer to all of these people as personnel in the rest of this document.

In addition to One Hope Canada being a place of employment, it is also a community of people united by their common Christian faith. Employment with One Hope Canada is inseparable from a faith commitment to Jesus Christ. This commitment is foundational to the life of the organization; it expresses itself in the relationships among One Hope Canada personnel and its clients. One Hope Canada personnel are expected to function as Christian leaders, upholding New Testament standards in all aspects of life and ministry. Applicants to One Hope Canada are considered inappropriate for employment and ministry if they do not intend to adhere to the Code of Conduct.

1. Because One Hope Canada personnel function as highly visible role models and servant leaders within our community of ministry, their lives must be consistent with the faith we represent. Mission personnel hold positions of authority and that authority must never be abused.
2. One Hope Canada personnel are expected to establish the spiritual disciplines needed to maintain and promote a deep, intimate relationship with God.
3. One Hope Canada personnel are expected to consistently attend a local church whose beliefs are consistent with the Mission's statement of faith, where practicable.
4. Mission personnel must maintain healthy relationships with family and friends. If a relationship is broken and resolution appears impossible, personnel are expected to fulfill their obligations to the other person(s), including legal responsibilities i.e. paying child support, alimony, and debts.
5. Personnel are to be careful, responsible stewards of One Hope Canada property.
6. Alcohol and illicit drugs are not allowed on One Hope Canada property or leased ministry sites.
7. Mission personnel are required to avoid conduct that is unethical or immoral and to avoid behaviour that is contrary to biblical principles, including:
 - a. the use and possession of tobacco and illicit drugs, and the abuse of alcohol.
 - b. extramarital sexual relationships (adultery)
 - c. premarital sexual relationships (fornication)
 - d. reading or viewing pornographic materials
 - e. homosexual relationships; including, but not limited to, marriage to a person of the same sex
 - f. theft or fraud
 - g. physical aggression
 - h. abusive behaviour
 - i. sexual assault or abuse
 - j. harassment
 - k. lying, deceit, or dishonesty
 - l. criminal activity
 - m. immodest dress, extreme hairstyle, or extreme use of jewellery