

Dating and Ministry

Purpose

Constance strongly believes a work environment where employees maintain clear boundaries between employee personal and business interactions is necessary for effective ministry. Although this policy does not prevent the development of friendships or romantic relationships between co-workers, it suggests they consider any possible problems or conflicts of interest. For example, if two people are working together on a project or in a ministry, a relationship between them (or a possible breakup) could affect the ministry. In addition, this policy establishes boundaries as to how relationships are conducted during working hours and within the ministry environment.

Individuals in overseer roles and those with authority over others' terms and conditions of employment are subject to more stringent requirements under this policy due to their status as role models, their access to sensitive information, and their ability to affect the employment of individuals in subordinate positions.

Procedures

1. During working time and in ministry situations, employees are expected to conduct themselves as role models in a Christ honoring manner that treats others respectfully and does not interfere with overall effectiveness.
2. Employees who want to express romantic interest in a colleague, will refrain from doing anything that may embarrass or expose the recipient and always respect their time and choices. An employee is allowed to ask a colleague on a date only once. If they say 'no' or give an ambiguous answer, they must not ask again.
3. Any employee who is in a romantic relationship with another employee must disclose such to Senior Associate Pastor who will review the circumstances to determine whether any conflict of interest exists.
4. During nonworking time, such as lunches, breaks, and before and after work, employees engaging in personal exchanges in nonwork areas should observe an appropriate workplace manner to avoid offending other workers or putting others in an uncomfortable position.
5. Employees are strictly prohibited from engaging in physical contact that would in any way be deemed inappropriate in the workplace by a reasonable person while involved in ministry or anywhere on the Constance campus, whether during working hours or not.
6. Employees who allow personal relationships with co-workers to adversely affect the ministry environment will be subject to discipline.
7. Employee off-duty conduct is generally regarded as private, as long as such conduct reflects Biblical values and does not create disruptions within the workplace. An exception to this principle, however, is romantic relationships between supervisors and subordinates., which is strictly forbidden.