

# STAFF LIFESTYLE REQUIREMENTS

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1. Gulf Christian College bases its teachings and beliefs on the Bible, both Old and New Testaments, which the College regards as the inspired and inerrant Word of God. These teachings are expounded in many of Gulf Christian College's public and internal documents, both printed and on the schools' web site and viewable by staff as part of their appointment process. These documents inform our understanding of the lifestyle values which staff who work in this school are required to respect and maintain.
2. All staff of Gulf Christian College, regardless of their role, are required to be seen to conduct themselves in a manner consistent with these principles and beliefs and in accordance with the Christian ethics of the College, as contained and interpreted in these documents, thus providing a specifically Christian role model and example to all the families associated with the College.
3. Staff are required to refrain from acting in the course of their work or in doing something connected with their work in a way that they know or ought reasonably to know is contrary to the religious beliefs of Gulf Christian College.
4. It is a genuine occupational requirement of Gulf Christian College that all staff members, in the course of, or in connection with their work, act in a way that is consistent with the religious beliefs of Gulf Christian College. Whether directly in school hours of duty or not, nothing in their deliberate conduct should be incompatible with the intrinsic character of their position. In the expression of human sexuality for example, this includes deliberate choices for heterosexual, monogamous relationships, expressed intimately through marriage.
5. Staff are required to regularly and frequently attend a Christian church and to regularly and frequently support staff devotions and staff worship services.
6. Where any staff member acts contrary to the requirements of this clause, and it becomes publicly damaging to the College, the Principal may call the staff member to account. Such contrary action would be regarded to have occurred if a staff member were to act in a way that to openly embarrass the College and/or where such action was incompatible with the responsibilities they have towards their work colleagues and / or the students and families of the College. The College may initiate due process, including an attempt at restoration, and may also include disciplinary measures including termination of employment if there continues to be significant incompatibility.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_