

## **EMPLOYEE LIFESTYLE STATEMENT**

Keystone Christian Academy is a religious non-profit organization representing Jesus Christ in York, Pennsylvania. An employee of Keystone Christian Academy will demonstrate a strong commitment to the Christian faith and strive to live a life consistent with the highest Christian virtue and personal decorum. He/she will serve as a Christian role model to students, parents and other employees, in judgment, dignity, respect, and Christian living. This includes, but is not limited to, the refraining from such activities as the use of, tobacco, illicit drugs, the use of vulgar and profane language, and gambling of any kind. A Christian lifestyle should reflect the Biblical perspective of integrity and appropriate personal and family relationships, business conduct, and moral behavior. An employee is expected to demonstrate a teachable spirit, an ability to share love for others, a willingness to live contentedly under authority.

The employee agrees that the Bible dictates standards for moral conduct. Sexual promiscuity, sexual activity outside of marriage, homosexual behavior, the use or possession of pornography and/or other immoral sexual behavior violates the expectation that Keystone Christian Academy employees be Christian role models and is grounds for immediate termination.

We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen.1:26-27) Rejection of one's biological sex is a rejection of the image of God within that person.

We believe that the term "marriage" has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture. (Gen.2:18-25.) We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other. (1 Cor. 6:18; 7:2-5; Heb. 13:4) We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe that any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God. (Matt. 15:18-20; 1 Cor. 6:9-10)

We believe that in order to preserve the function and integrity of Keystone Christian Academy as the local Body of Christ, and to provide a Biblical role model to the members and the community, it is imperative that all persons employed by Keystone Christian Academy in any capacity, or who serve as volunteers, agree to and abide by this Statement on Marriage, Gender, and Sexuality. (Matt. 5:16; Phil. 2:14-16; 1 Thess. 5:22)

We believe that God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ. (Acts 3:19-21; Rom. 10:9-10; 1 Cor. 6:9-11)

We believe that every person must be afforded compassion, love, kindness, respect, and dignity. (Mark 12:28-31; Luke 6:31) Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the beliefs and practices of Keystone Christian Academy.