

*Approved by K-12 Board Action #18-15, February 18, 2018*

Teachers and other instructional staff have a sacred position of influence and trust over students. By their statements and conduct, they are a medium of the values, beliefs and knowledge sought to be transmitted by the school in which they teach. Off-duty conduct is as relevant to the transmission of values and beliefs as is conduct within the classroom.

Schools operated by the Seventh-day Adventist Church (British Columbia) Conference (“SDABC”) exist to deliver elementary and secondary education consistent with and supportive of the teachings and fundamental beliefs of the Seventh-day Adventist Church. Acceptance of employment in a Seventh-day Adventist school requires teachers and other instructional staff to teach, promote and demonstrate adherence to the fundamental beliefs, teachings and faith of the Seventh-day Adventist church. Non-instructional staff also has a ministry role within SDABC schools and must be able to support and adhere to Seventh-day Adventist beliefs, teachings and faith.

Only those able to do so in terms of personal belief and behaviour will be and remain suitable as employees. Employees’ conduct and lifestyle must reflect and be consistent with the teachings and fundamental beliefs of the Seventh-day Adventist Church, both on and off-duty. This is a condition of hiring and of continued employment.

Furthermore, staff in SDABC schools must be baptized Seventh-day Adventists with current membership in regular standing at a Seventh-day Adventist church. There will be no exceptions from this requirement for teachers and other instructional staff hired within SDABC schools.

When a suitably qualified person cannot be found for a non-instructional position within an SDABC school, there may be rare exceptions made in respect of the requirement for current membership in regular standing at a Seventh-day Adventist Church, provided always that:

- (a) The person maintains an active Christian lifestyle that is consistent with the beliefs and teachings of the Seventh-day Adventist Church, with the possible exception of the keeping of the Sabbath;
- (b) The person agrees to promote and demonstrate adherence to such beliefs and teachings, including in off-duty conduct;
- (c) The person understands these requirements and expressly agrees to them;
- (d) The person may be hired on a fixed term basis to allow a search for a suitably qualified Seventh-day Adventist to continue; and
- (e) The SDABC Superintendent of Education has been consulted and agreed to the hiring of the person, consistent with the requirements of this policy.