



The Fellowship Church Non-Discrimination Policy Statement

Employment at The Fellowship Church and at The Fellowship Academy is open to qualified individuals who are Christians of good character, without regard or reference to race, gender, national or ethnic origin, color, age, or disability. Both of these entities are religious ministries, permitted to discriminate based on religion. All prospective and current employees must agree with The Fellowship mission statement, and they must be willing to conduct their lives in conformity with The Fellowship's statement of faith.

Right to Work in Professional Environment

Every employee has the right to work in a professional environment where their knowledge, skills, and abilities are the critical factors in their success. The Fellowship Church expects all employees to maintain standards of propriety, promote equal opportunity, treat everyone professionally, and act without bias.

Zero Tolerance for Harassment

The Fellowship Church and the Fellowship Academy has a zero-tolerance policy for sexual harassment or discrimination, racial harassment or discrimination, or any other form of harassment and discrimination (religious, language, sexual orientation, etc). If you feel that you have been harassed or that an employee has discriminated against you,

Sexual harassment includes unwanted sexual or romantic overtures, inappropriate sexual jokes, or comments regarding sexual activities. Employees should never access pornography on church-owned equipment, even off church property. Using your personal device to access pornography while working or in the church of other employees is also forbidden.

Disability Discrimination

The Fellowship Church and the Fellowship Academy believe everyone has the right to work. An employee with a disability who can perform the core functions of the jobs, with



or without reasonable accommodation, is entitled to the same protection and respect as other employees.

Retaliation

The Fellowship Church and the Fellowship Academy prohibits retaliation against any person who files a complaint against harassment or discrimination. We encourage employees to come forward and participate in investigations. The Fellowship Church and the Fellowship Academy will make all reasonable efforts to keep investigations confidential, and to protect people who make complaints.

If an employee retaliates against another employee for reporting harassment or discrimination, that employee will face serious consequences up to and including termination.