

2024-2025 STAFF CODE OF CONDUCT AGREEMENT



Doulos Discovery School requires ALL employees to understand and agree to the following expectations. By signing below, the employee acknowledges his or her understanding of the expectations and agrees to uphold them. Failure to uphold these expectations could result in disciplinary action including immediate termination.

SPIRITUAL EXPECTATIONS

I affirm that I have submitted my life to the Lordship of Jesus Christ and am in agreement with the Doulos Statement of Faith.

I understand the importance of maintaining my relationship with Christ through regular Bible reading, prayer, confession, forgiveness, and Christian community.

I commit to seeking this Christian community beyond Doulos Discovery School with other believers in the community, whether through other ministries or a local church.

I understand that the maintenance of my relationship with Christ is directly connected to my ability to uphold the mission of Doulos to disciple servant leaders.

I agree to strive for unity with my coworkers by keeping short accounts. This includes being open and honest while also being gracious and considerate. I agree to strive for flexibility and grace when unforeseen circumstances require my assistance.

I agree to make decisions based on my Christian call to be the salt and light of the world by conducting myself on and off campus in a way that is reflective of Christ and the mission of Doulos. (See Personal Expectations)

PROFESSIONAL EXPECTATIONS

I understand that even though Dominican culture as a whole operates within a loose timeframe, I am expected to arrive on time to work each day, as well as on time for all responsibilities throughout the day, including but not limited to morning prayer, classes I teach, meetings, and supervision.

I agree to complete the responsibilities associated with my job description to the best of my ability.

I agree to use my working hours for Doulos-related tasks.

I agree to attend all required staff meetings and events including but not limited to monthly Crew meetings, professional development expeditions nights, Christmas Program, and Graduation.

I agree to follow the appropriate chain of command when seeking help, starting with my supervisor.

I agree to maintain my office or classroom space neat and clean, as well as support campus-wide cleanliness.

I, _____, affirm that I have read and understand all the expectations listed above. By signing this, I agree to uphold these expectations to the best of my ability. I understand that failure to do so could result in disciplinary action including immediate termination of my employment.

_____ Signature

_____ Date

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PERSONAL EXPECTATIONS

I understand that as a North American, I do not have the luxury of anonymity that I enjoy in North America, and therefore must be aware of how any of my actions reflect on both Doulos Discovery School and Christ. (North Americans ONLY)

I agree to not spend private one-on-one time with the opposite sex unless I am married to that person OR we have made the decision to formally date in accordance with the expectations from the local church. If married, I agree not to spend private one-on-one time with the opposite sex unless I have informed my spouse.

I agree to not casually date inside or outside of the Doulos community but to step into romantic relationships with intentionality.

I agree to uphold the Biblical principle of purity in singleness and fidelity in marriage. I will avoid, in fact and in appearance, any activity inconsistent with this principle. This includes all sexual activity outside the restraints of marriage, both homosexual and heterosexual.

I agree not to visit bars or drink alcohol in the street or at the colmado (corner store). I understand that it is acceptable to order an alcoholic beverage with dinner at a restaurant or to consume it within my home.

I agree to refrain from the use of cigarettes, e-cigarettes, vapes, and chewing tobacco whether I am in town, in my home, or out of town.

I agree to refrain from dancing in settings like clubs and discotechs as those environments are associated with excessive drinking and lewd behavior.

I agree to refrain from participating in the celebration of Carnaval or cock fights, as those environments are associated with excessive drinking and lewd behavior.

I agree to use my best judgment to represent Doulos Discovery School and Christ well in all aspects of my life and live above reproach.

I, _____, affirm that I have read and understand all the expectations listed above. By signing this, I agree to uphold these expectations to the best of my ability. I understand that failure to do so could result in disciplinary action including immediate termination of my employment.

_____ Signature

_____ Date