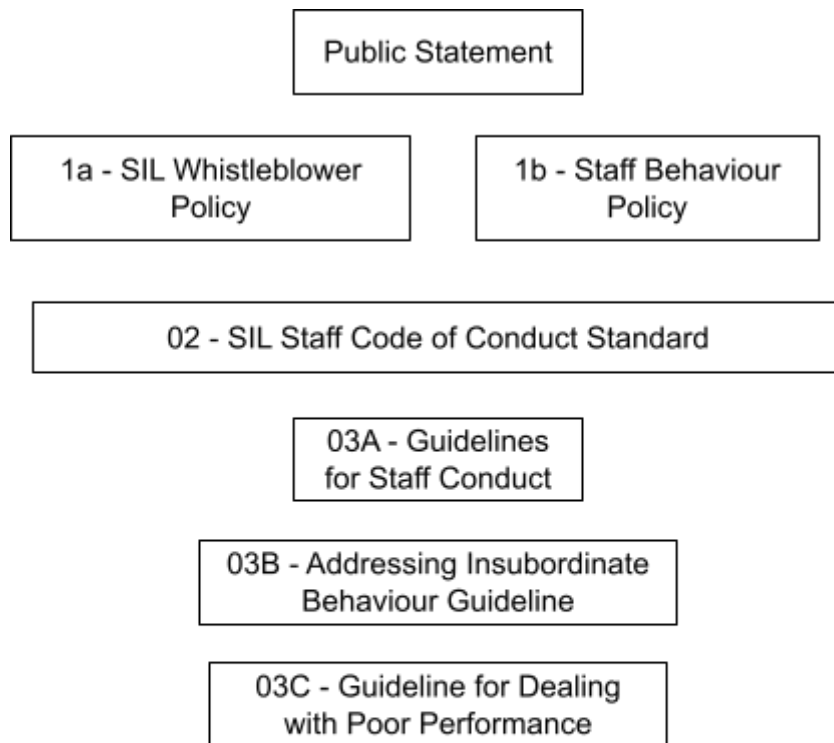


## HR Policy



This document shown in orange

## Staff Behavior Policy

### Rationale

SIL is a faith-based organization that is committed to biblical conduct, moral purity, love and respect for others, integrity, ethical business behavior and legal compliance. This Policy supports our commitment to be good stewards of our people and resources, and fulfills part of SIL's Stewardship Policy and the Executive Limitations..

## Policy Statement

Staff shall maintain exemplary and ethical conduct that reflects biblical principles. Staff shall comply with the Staff Behavior Code of Conduct Standard as defined in the [Staff Code of Conduct Agreement](#).

## Scope of Policy

This Policy applies at all times (including non-work hours) to:

- All Supported and Volunteer SIL Staff
- SIL Paid Staff (where the local labor laws allow SIL's Staff Behavior Code of Conduct Standard to be applied to non-work hours)

This Policy applies during work hours or while on SIL property to:

- SIL Paid Staff (where local labor laws do not allow SIL's Behavior Code of Conduct Standard to be applied during non-work hours)

## Reference Documents

[Staff Behavior Standard](#)  
[Staff Behavior Agreement](#)  
[Overview of Staff Misconduct Response](#)  
[Stewardship Policy](#)

## Administrative Control Table

Section:	Staff Behavior & Staff Misconduct Response
Approval Date:	May 1st 2016
Effective Date:	May 1st 2016
Scheduled Review Date:	April 30th 2018
Steward:	Director of Global HR Services ( <i>mailto:ghrs_director@sil.org</i> )

Summary of Changes in this Revision:	This policy has been dramatically reduced, in order to be a high level policy. However, what was previously included in it has been moved to the Staff Behavior Standard. With this new policy comes a new associated document, the legal Staff Behavior Agreement.
--------------------------------------	---