

**JACKSONVILLE COLLEGE**  
**EMPLOYEE CODE OF CONDUCT**

1. Employee views service at Jacksonville College as a calling from God and a ministry.
2. Employee is a committed Christian and expected to uphold Christian values, conduct, and beliefs on and off campus.
3. Employee believes the bible is the inerrant, infallible word of God and the standard for belief and practice.
4. Employee will not teach contrary to the doctrinal statements of the BMA of Texas and SBTC Baptist Faith and Message 2000.
5. Employee will present a Christian worldview in all disciplines, share the gospel with the lost, and disciple believers.
6. Employee will not use social media that reflects upon Jacksonville College, trustees, administration, faculty, or students in a negative manner.
7. Employee will provide all necessary certifications, transcripts, and other required records.
8. Employee will consent to a background check and random drug testing.
9. Employee will support the administration, staff, and trustees.
10. Employee will abide by all college policies and procedures and governmental laws.
11. Employee will attend weekly chapel and school events.
12. Employee serves at the pleasure of the president. There are no tenured employees. Employment is on at-will basis. The administration may at any time terminate service of an employee for cause, or no cause at all with no guarantee of severance pay. Appeal may be made to the president and or trustees. Any conflict is to be resolved by Matthew 18 principles.
13. Employees with special requirements for employment such as a CDL license, first aid certification, skills test, computer efficiency, physical, or other requirements must meet specified requirements before paycheck will be issued.
14. As the Bible teaches in Romans 13, Jacksonville College believes that as Christian citizens we are to respect and submit to governmental authority because governments are ordained of God. This respect includes but is not limited to standing in respect of, saluting, and pledging allegiance to the flag of the United States of America. This respect also includes standing for the playing of the U.S. National Anthem. No tolerance will be given to any Jacksonville College student or employee who shows disrespect toward the American flag or the National Anthem.

**THIS CONTRACT SUPERSEDES ALL PRIOR ARRANGEMENTS.**

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**EMPLOYEE NAME**

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**DATE**