

# Code of Conduct

The purpose of this policy is to establish a common set of principles to guide the actions and behaviors at First Lutheran Church and its ministries. We have adopted the CODE OF CONDUCT with similar language to our School District's policy to remain cohesive in our use of language and practices.

First Lutheran church community will operate under an established code of conduct. Through open and effective communication, this set of guiding principles will promote excellence in a safe and faithful learning environment.

Our goal for each student attending programming is to provide an experience of Christian community within a safe environment that promotes spiritual and social growth. Because of this goal, students are encouraged to participate in all activities to the best of their ability. Likewise students are encouraged to treat one another and the staff/volunteers with mutual respect.

First Lutheran students, staff, parents and volunteers will dedicate themselves to the following standards:

## **FAITH**

Be committed to connecting faith and life.

## **RESPECT**

Be considerate of self, others, their beliefs and property.

## **HONESTY**

Be truthful.

## **KINDNESS**

Be caring, friendly and helpful.

## **FAIRNESS**

Be committed to the just treatment of others.

## **RESPONSIBILITY**

Be dependable and accountable.



## Discipline Policy

This sequence of steps will be helpful to staff/volunteers as well as families of students. This is a guideline of a plan of action to a behavior where discipline is required. Here are some examples of appropriate and inappropriate behavior.

**Appropriate Behavior:** Interacting with others, participation in activities, listening, speaking when called on, hands and feet kept to self, HAVE FUN!

**Inappropriate Behavior:** Disruptive to others or physical harm to others; talking when someone else is speaking, bad language, refusal to cooperate with staff/volunteer, any physical roughhousing or contact.

- **First Offense: Warning**

A verbal warning with a reminder of the rules or rule broken and a warning that the student will be removed from distraction next time.

- **Second Offense: Removal from distractions**

Follow through. Student are aware of the classroom rules and need to see that the rules are enforced. The student will be sent to the back of the classroom to keep from distracting their classmates and teacher until ready to participate again.

- **Third Offense: Removal from class**

The student will be sent to Director of Children or Youth Ministry for the remainder of the service or teaching time.

- **Forth Offense: Conference with Parent/Parents and Directors of Children's or Youth Ministry/Pastors/Director of Church Administration**

All information will be given to the Director of Children or Youth Ministry for further action.