

**Doctrinal Statement, Statement of Professional Ethics,
& Harassment and Discrimination Avoidance Policy**

DOCTRINAL STATEMENT

We affirm our belief in one God, infinite Spirit, Creator, and Sustainer of all things, who exists eternally in three persons, God the Father, God the Son, and God the Holy Spirit. These three are one in essence but distinct in person and function.

We affirm that the Father is the first person of the Trinity and the source of all that God is and does. From Him the Son is eternally generated and from Them the Spirit eternally proceeds. He is the designer of creation, the speaker of revelation, the author of redemption, and the sovereign of history.

We affirm that the Lord Jesus Christ is the second person of the Trinity. Eternally begotten from the Father, He is God. He was conceived by the Virgin Mary through a miracle of the Holy Spirit. He lives forever as perfect God and perfect man: two distinct natures inseparably united in one person.

We affirm that the Holy Spirit is the third person of the Trinity, proceeding from the Father and the Son and equal in deity. He is the giver of all life, active in the creating and ordering of the universe; He is the agent of inspiration and the new birth; He restrains sin and Satan; and He indwells and sanctifies all believers.

We affirm that God created all things. Angels were created as ministering agents, though some, under the leadership of Satan, fell from their sinless state to become agents of evil. The universe was created in six historical days and is continuously sustained by God; thus it both reflects His glory and reveals His truth. Human beings were directly created, not evolved, in the very image of God. As reasoning moral agents, they are responsible under God for understanding and governing themselves and the world.

We affirm that the Bible, both Old and New Testaments, though written by men, was supernaturally inspired by God so that all its words are the written true revelation of God; it is therefore inerrant in the originals and authoritative in all matters. It is to be understood by all through the illumination of the Holy Spirit, its meaning determined by the historical, grammatical, and literary use of the author's language, comparing Scripture with Scripture.

We affirm that Adam, the first man, willfully disobeyed God, bringing sin and death into the world. As a result, all persons are sinners from conception, which is evidenced, in their willful acts of sin; and they are therefore subject to eternal punishment, under the just condemnation of a holy God.

We affirm that Jesus Christ offered Himself as a sacrifice by the appointment of the Father. He fulfilled the demands of God by His obedient life, died on the cross in full substitution and payment for the sins of all, was buried, and on the third day He arose physically and bodily from the dead. He ascended into heaven where He now intercedes for all believers.

We affirm that each person can be saved only through the work of Jesus Christ, through repentance of sin and by faith alone in Him as Savior. The believer is declared righteous, born again by the Holy Spirit, turned from sin, and assured of heaven.

We affirm that the Holy Spirit indwells all who are born again, conforming them to the likeness of Jesus Christ. This is a process completed only in Heaven. Every believer is responsible to live in obedience to the Word of God in separation from sin.

We affirm that a church is a local assembly of baptized believers, under the discipline of the Word of God and the lordship of Christ, organized to carry out the commission to evangelize, to teach, and to administer the ordinances of believer's baptism and the Lord's table. Its offices are pastors and deacons, and it is self-governing. It functions through the ministries of gifts given by the Holy Spirit to each believer.

We affirm that the return of Christ for all believers is imminent. It will be followed by seven years of great tribulation, and then the coming of Christ to establish His earthly kingdom for a thousand years. The unsaved will then be raised and judged according to their works and separated forever from God in hell. The saved, having been raised, will live forever in heaven in fellowship with God.

STATEMENT OF PROFESSIONAL ETHICS

Liberty University is part of the heritage and community of evangelical Christians and is so defined by its doctrinal statement and statement of purpose its academic and social program, the conduct and performance of its students, staff and faculty and the success of its alumni. Part of this tradition is the development of ethical standards for professional life. These are consistent with standards found in the Scriptures. This reflects the fact that as an employee of Liberty University, we are responsible to the standards of God's revelation found in the Scriptures as well as those of our professional peers.

As an employee of Liberty University we are committed to the following ethical standards:

- A) Professional
 - 1) To provide materials necessary for periodic employee evaluations.
 - 2) Where applicable, to hold membership in and participate in our respective professional associations.
 - 3) To hold regular office hours.
 - 4) To avoid any inappropriate or preferential relationship with any student apart from that of mentor and role model.

- B) Service
- 1) To model and encourage spiritual maturity in students and to be available for spiritual counsel.
 - 2) To maintain regular hours to service our customers.
 - 3) To carry out the business of the department and the University by serving on committees as needed.
 - 4) To attend regular and called meetings.
- C) Personal Behavior in the Work Place
- 1) To be a model of biblical lifestyle, character and relationship in every aspect of our lives.
 - 2) To display respect equally for all persons.
 - 3) To maintain responsible standards of speech, avoiding profanity and vulgarity.
 - 4) To uphold the sanctity of permanent marriage between a man and a woman, avoiding any sexual misconduct, including harassment and abuse.
 - 5) To model a disciplined approach to personal health, abstaining from the use of tobacco, alcoholic beverages or illegal drugs.

HARASSMENT AND DISCRIMINATION AVOIDANCE POLICY

Unlawful harassment of any kind, including sexual harassment, will not be tolerated by the University. The accepted definition of sexual harassment as set forth in the Equal Employment Opportunity guidelines is as follows:

“Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- Submission to such conduct is made, either explicitly or implicitly, as a term or condition of an individual’s employment,
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
- Such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment.”

It is the intent of the University to provide employees with a positive working environment based on trust and mutual respect. Sexual harassment or any other conduct of an intimidating or personally offensive nature is strictly forbidden and will not be tolerated. This policy extends protection in the workplace from prohibited harassment perpetrated by University employees, employees of vendors providing services to the University and/or other persons affiliated with the University in a business relationship.

In addition, the University forbids harassment and discriminatory intimidation whether based on race, color, ancestry, age, pregnancy or childbirth, sex, national origin, disability, military veteran status or other status protected by law, including state employment protected status.

Should harassment or discrimination occur, the University will conduct a prompt and appropriate investigation and take disciplinary action against the harasser(s), up to and including termination.

Any employee who feels he or she has been harassed or has been discriminated against, or is aware of another employee who has been harassed or has been discriminated against, should immediately contact Steve Foster, Director of Employee Relations at (434) 592-3345 or email smfoster@liberty.edu. If for any reason you are not comfortable contacting Mr. Foster, please contact the Executive Vice President of Human Resources, Laura Wallace. Supervisors and department heads are required by University policy to notify HR immediately of any discussions involving possible harassment or discrimination; however, this does not eliminate the requirement for the employee to notify HR directly as well.

Due to the sensitivity of complaints regarding violations of University policies such as harassment and discrimination, all complaints will be handled as confidentially as possible. An investigation will be conducted promptly - initiated and investigated by HR. At the University’s discretion, the investigation may be assisted by legal counsel.

In determining whether the alleged conduct constitutes prohibited harassment or discrimination in violation of University policy, the nature of the harassment, the totality of the circumstances and the context in which the alleged incident(s) occurred will be investigated. Appropriate actions will be taken against any perpetrator deemed to be in violation of University policy, up to and including termination.

No employee will suffer retaliation or adverse employment action for any act of the employee to provide information, cause information to be provided, or otherwise assist in an investigation concerning harassment or discrimination.

I HEREBY ACKNOWLEDGE that Liberty University has provided me a copy of the University Doctrinal Statement, the Statement of Professional Ethics, as well as the Harassment and Discrimination Avoidance policy.

I also hereby acknowledge that Liberty University has made available to me a copy of the *Employee Handbook* and *Faculty Handbook* by visiting the following web page; <http://www.liberty.edu/academics/index.cfm?pid=2343>. I also acknowledge that I am responsible for the information contained in the *Employee Handbook* and *Faculty Handbook*, as applicable. In addition, I have been made aware that a hard copy is available for my review upon my request through my supervisor or in the Human Resources office.

Employee’s Signature

Date

Employee’s Name (Typed or Printed)

Department

Sign and Return to Human Resources