

**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 all things were created by God. 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 either biologically male or female from the womb. 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 people, 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. Doing so produces a distinctly Christian lifestyle of practicing virtues and avoiding sin. Among other virtues, followers of Jesus Christ will: show evidence of the Holy Spirit living within them such as love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control; put on compassion, kindness, humility, gentleness, patience, forgiveness and supremely, love; seek righteousness, mercy and justice, particularly for the helpless and oppressed; love and side with what is good in God's eyes and abhor what is evil in God's eyes; uphold the God-given worth of all human beings, from conception to death, as the unique image-bearers of God; treat all people impartially, seeing them as equals before God and worthy of salvation; pursue unity and embrace people of all tribes and tongues as part of God's design for humanity; uphold chastity among the unmarried and the sanctity of marriage between one natural-born man and one natural-born woman; be people of integrity whose word can be fully trusted; give faithful witness to the Gospel; practice good works toward all; and live lives of prayer and thanksgiving. Sinful acts are prohibited by God and include but are not limited to: worship of idols or gods other than the Lord God of the Bible; denying Jesus Christ as eternal, as God's son in flesh, as resurrected, as Creator, as Lord or as Messiah who died for the sins of all people; rejection of Jesus Christ or rebellion against God; blasphemy; participation in devil worship, practice of the occult, astrology, fortune-telling, sorcery, or witchcraft; taking of innocent life; denial of birth sex by self-identification with a different gender; married persons sexually or romantically coupling with a person other than

their spouse; sexual relations outside of marriage between one natural-born man and one natural-born woman; romantic coupling among persons of the same sex; prostitution; orgies; rape; drunkenness; use of profanity and vulgarity; injustice; making false statements; dishonest sales and exchanges of money; thievery; fits of rage; and illegal activity.

We affirm that God ordained three institutions with unique purposes in society: marriage, government and the church. God established marriage as a covenantal bond between a natural-born man and a natural-born woman to populate the earth, to raise and spiritually train children within a family, to provide the couple with intimate companionship, loving help and joy, and to serve as an illustration of the relationship of Jesus Christ to the church. God established civil government to protect its citizens, punish evil and reward good. God established the church as the entire body of believers with Jesus Christ as the cornerstone and the apostles as its foundation to evangelize, baptize and disciple people of all nations.

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 ministry 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.

CODE OF BUSINESS CONDUCT

As a distinctively Christian academic community, members of the Liberty University community are expected to act as ambassadors for Christ. This means conducting themselves not only ethically and in compliance with applicable laws, regulations, and University policies, but also acting with utmost integrity and in a manner that is above reproach in all aspects of their work. This Code of Business Conduct (this "Code") is designed to promote a high standard of ethical conduct for the University's trustees, officers and employees in the operation of the University and is in addition to specific University policies that prescribe rules for day-to-day conduct.

Shared Expectations

Liberty University is committed to modeling to all how a Christ-centered institution should operate. The University expects its trustees, officers and employees to exercise good faith in all interactions touching upon their duties to the University. The University expects its trustees, officers and employees to:

Act with integrity – Trustees, officers and employees are required to act honestly, with each other, with the University and when representing the University, and must do so in compliance with applicable laws, regulations and University policies. However, the University's expectation of integrity goes beyond any minimum requirements of law or policy and requires faithfulness to the University's moral and Biblical principles.

Be honest and open – Trustees, officers and employees are required to be honest and free from fraud or deception in their dealings on behalf of the University. Obligations of honesty and transparency apply to financial matters, and records and reports of the University's assets and transactions, as with all University documents, should be accurate, clear and complete. Obligations of honesty and transparency also require correcting false or misleading statements and records and require responding completely to inquires of investigators and auditors authorized by the University.

Demonstrate good stewardship – Trustees, officers and employees are required to carefully steward the University's resources, using them for the benefit of the University and in compliance with applicable laws and regulations, and also without waste or extravagance.

Avoid conflicts of interest – Trustees, officers and employees are required to act in a manner consistent with their responsibilities to the University and to avoid circumstances where their financial or other personal ties to outside organizations could present an actual or potential conflicts of interest. University resources should not be used for personal gain, and when conflicts of interests arise, they must be properly reported.

Protect rights of privacy and confidentiality – Trustees, officers and employees are required to respect the privacy and confidentiality rights of others. Trustees, officers and employees are required to safeguard in compliance with applicable legal, contractual and policy obligations the various types of confidential information they come into possession of in the conduct of their work, including information that relates to students, other community members, personnel records and actions, and financial and contractual arrangements.

Support equity and inclusion – Trustees, officers and employees are required to foster a culture of Biblical based diversity, equity and inclusion, showing respect for all members of our community and treating all persons with impartiality, as equals before God. Trustees, officers and employees may not discriminate on the basis of any legally protected status applicable to Liberty University and should seek righteousness by opposing any such discrimination.

Take responsibility – Trustees, officers and employees must take responsibility for their own actions.

Trustees, officers and employees are expected to respect and act in harmony with the University’s Statement of Mission and Purpose and its Doctrinal Statement in all that they do on behalf of the University.

Reporting

Trustees, officers and employees are required to report, in good faith, to the University breaches, or reasonably suspected breaches, of this Code and of other University policies that cover ethical conduct. The University encourages the use of internal resources for reporting conduct, and many of the University’s specific policies have provisions for reporting of unethical conduct or conduct that violates law, regulations or policies. Reports that fall outside of existing policies, or for which there are no specified procedures, should be brought to the attention of the appropriate University administrator (or that administrator’s supervisor, when more appropriate). Alternatively, reports of violations or suspected violations can be brought to the attention of the University’s Internal Auditor. (Any reports with respect to the University’s Internal Auditor should be brought to the attention of the University’s General Counsel.) Trustees, employees and officers making reports may also choose to use any of the methods below to report any breaches of this Code anonymously:

- in writing to Liberty University, Attn: Internal Auditor, 1971 University Blvd. Suite 2618, Lynchburg, VA 24515; or
- by accessing the independent third-party reporting service, Conversant, at [Convercent.com/report](https://convercent.com/report) and submitting a message. The website is managed by an outside, independent service provider. Individuals submitting reports are able to submit a report on an anonymous and confidential basis and are not required to divulge their name.

All reports that relate to alleged breaches of this Code by the President, General Counsel, Chief Financial Officer or Internal Auditor will be promptly disclosed to the Chair of the Audit Committee of the Board, who will direct the process for investigating and addressing such complaints.

This Code is not intended to be a substitute for the University’s processes for addressing complaints under the University’s applicable human resources policies, for reporting problems with colleagues, co-workers, or supervisors, for filing complaints of employment discrimination or harassment, for requesting accommodations or medical exceptions, for student requests for refunds, for student complaints and appeals regarding grades or other student-related academic issues, for health and safety complaints, for NCAA rule violations and for Title IX concerns and violations, all of which should be handled in accordance with the University’s other policies, including as set forth in current employee and faculty handbooks. Those policies are designed to provide individuals with certain procedural protections appropriate to the nature of such complaints.

No Retaliation

Trustees, officers and employees who come forward in good faith with reports about potential violations of this Code by others whether the report is specifically under this Code or otherwise made to an appropriate University administrator, or who participate in a resulting investigation in good faith, shall not be subject to retaliation for making such a report or participating in such investigation.

“Good faith” when reporting under this Code means an actual and reasonable belief that a breach of this Code has or may have occurred. A report is not in good faith if it is made maliciously, with knowledge that the report is false, with reckless disregard for the truth of the report, or with willful ignorance of facts that would disprove the allegation.

Procedures and Other Policies¹

University employees who have questions about the application of this Code to a particular situation should seek advice from the General Counsel. This Code is not intended to modify or limit the applicability or enforcement of specific University policies. Trustees, officers and employees should be aware of and comply with the specific University policies that apply to their roles, including

¹ The General Counsel is empowered to authorize updates to this section and references to other policies and procedures (including the last paragraph under Reporting) from time to time to reflect current University policies.

applicable employee or faculty handbooks, codes of conducts for particular schools or departments, policies on conflicts of interest and commitment and whistleblower policies. Questions about the interactions of multiple policies should be directed to a supervisor or the General Counsel.

This Code is a statement of certain fundamental principles, policies and procedures that govern Trustees, officers and employees in the conduct of the University's business. It is not intended to and does not create any rights in any employee, customer, supplier, competitor, or any other person or entity.

Sanctions

Trustees, officers or employees who violate this Code, including by engaging in retaliation, will be subject to disciplinary action, up to and including termination.

Revision History

Adopted as of November 5, 2021

PROCEDURES FOR REPORTING DISCRIMINATION, HARASSMENT, AND SEXUAL MISCONDUCT

Liberty University is committed to providing a safe and non-discriminatory learning, living, and working environment for all members of the University community. The *Discrimination, Harassment, and Sexual Misconduct Policy* (the Policy) is a key component of effectuating the University's mission and its obligations under the law. A copy of the Policy may be found in full [here](https://www.liberty.edu/title-ix/wp-content/uploads/sites/126/2020/08/Liberty-University-Discrimination-Harassment-and-Sexual-Misconduct-Policy-published_081420.pdf):

https://www.liberty.edu/title-ix/wp-content/uploads/sites/126/2020/08/Liberty-University-Discrimination-Harassment-and-Sexual-Misconduct-Policy-published_081420.pdf

In accordance with Liberty's Christian values and its role as an educational institution, the university condemns the following which are collectively defined as Prohibited Conduct, as well as individually defined, in the Policy:

- Discrimination
- Harassment (Non-Sexual)
- Sexual Harassment
 - Quid Pro Quo
 - Unwelcome Conduct
 - Sexual Assault
 - Dating Violence
 - Domestic Violence
 - Stalking
 - Sexual Exploitation
- Other Civil Rights Offenses
 - Threats/Harm
 - Hazing
 - Bullying
 - Intimidation
 - Complicity
- Retaliation
- False Reporting

The Policy is enforced by the Office of Equity & Compliance. For Formal Complaints of Sexual Harassment, the Executive Vice President for Human Resources will appoint a trained Hearing Officer to conduct a hearing to determine whether Sexual Harassment occurred. For Formal Complaints of Prohibited Conduct that do not involve Sexual Harassment, determinations of responsibility and sanctions will be made by the assigned Investigator. Please see the Policy for the full list of procedures for resolving Reports and Formal Complaints of Prohibited Conduct.

Mandatory Reporting

All employees are responsible for knowing and following the Policy. In addition, all Residential Faculty and Deans, Online Faculty and Deans, Athletic Coaches (NCAA & Club Sports), Residential Assistants, Residential Directors, LUPD, Office of Community Life staff are Responsible Employees who **are required to report immediately** any information they know about known or suspected Prohibited Conduct. Responsible Employees must immediately report all known information, including the identities of the Parties; the date, time and location; and other details about known or suspected Prohibited Conduct to the OEC. The OEC may share its Reports and Formal Complaints with LUPD and the Review Committee to ensure a coordinated institutional response. Consistent with applicable law, Responsible Employees may also provide support and assistance to a Complainant, Witness, or Respondent; but they cannot promise confidentiality or withhold information about Prohibited Conduct from the OEC.

Responsible Employees are not required to report information disclosed (1) at public awareness events (e.g., "Take Back the Night," candlelight vigils, protests, "survivor speak-outs," or other public forums in which students may disclose Prohibited Conduct

(collectively, public awareness events)); or (2) during a person’s participation as a subject in an Institutional Review Board-approved human subjects research protocol (“IRB Research”). The University may provide information about a person’s rights under this Policy and about available University and community resources and support at public awareness events, however, and Institutional Review Boards may, in appropriate cases, require researchers to provide such information to subjects of IRB Research who report Prohibited Conduct.

Reporting Prohibited Conduct

Any person may report Prohibited Conduct (whether or not the person reporting is the alleged victim). Reports of Prohibited Conduct, including Discrimination and Harassment, can be submitted or received through the following University channels: Liberty University SpeakUP! Form; a Beacon Incident Report; Walk-In/Appointment with the Vice President of Equity and Compliance /Title IX Coordinator, an Investigator, or a Deputy Coordinator; an email from a Responsible Employee to the OEC, the Vice President of Equity and Compliance /Title IX Coordinator, an Investigator, or a Deputy Coordinator on the Complainant’s behalf; an email, letter, or telephone call to the OEC, the Vice President of Equity and Compliance /Title IX Coordinator, an Investigator, or a Deputy Coordinator. Reports and Formal Complaints of Prohibited Conduct may be made at any time (including non-business hours). Reports of Prohibited Conduct can also be made to LUPD or to local law enforcement at the contact information above, but such reports will be handled pursuant to law enforcement procedures and not necessarily pursuant to this Policy.

No person will suffer Retaliation as a result of engaging in protected activity under the Policy. Protected activity generally includes filing a complaint of Prohibited Conduct, participating in any related process or otherwise opposing unlawful discriminatory conduct. See Section 5.5 of the Policy for the full definition of Retaliation, including examples of protected activities.

For more information, please refer to the Policy at the link above or contact the Vice President of Equity and Compliance / Title IX Coordinator at the information provided below:

Ashley Reich
Senior Vice President of University Compliance
DeMoss Hall 1232
(434) 592-4999
oecc@liberty.edu

To file a report or complaint, you may do so online [here](#):

<https://www.liberty.edu/title-ix/speak-up/>

I HEREBY ACKNOWLEDGE that Liberty University has provided me a copy of the University Doctrinal Statement, the Code of Business Conduct, as well as the procedures for reporting discrimination, harassment, and sexual misconduct.

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; <https://www.liberty.edu/human-resources/current-employees/faculty-and-employment-handbooks/>. 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