



Electronic Communication Policy

With the rise of new media and next generation communications tools, the way in which employees can communicate internally and externally continues to evolve. While this creates new opportunities for communication and collaboration, it also creates new responsibilities for employees.

If authorized by your supervisor, you will be given access to the appropriate electronic communication systems (voice mail, e-mail and Internet access). Prior to being given access, you will need to read and sign a statement that certifies that you have read, understand and agree to the terms of this policy. In brief, these systems are tools that are provided to assist you in meeting the requirements of your position. However, reasonable personal use is permitted, but must not interfere with an employee's productivity.

The electronic communication systems are not to be used for political causes; gambling; commercial or personal advertisements; solicitation or promotions relating to activities outside ILCS; illegal activities; seeking/inquiring about job opportunities outside of ILCS; creating, possessing, uploading, downloading, accessing, transmitting or distributing sexually explicit materials; wasting computer resources by, among other things, sending mass mailings or chain letters, spending excessive amounts of time on the internet, playing games, engaging in social networks or otherwise creating unnecessary network traffic. The information and messages that are created, sent, received, accessed or stored on these systems constitute company records and are the property of your employer; therefore, confidentiality of any record should not be assumed. As your employer, ILCS reserves the right to monitor, access, retrieve, read and disclose to law enforcement officials or other third parties, as deemed appropriate and necessary, without prior notice to the originator or recipient of the information.

Employees may not upload, download or otherwise transmit copyrighted, trademarked or patented material; trade secrets; or other confidential, private or proprietary information or materials in violation of any legal constraints. Electronic communications may not contain content that a reasonable person would consider to be defamatory, offensive, harassing, disruptive or derogatory, including but not limited to sexual comments or images, racial or ethnic slurs, or other comments or images that would offend someone on the basis of race, gender, national origin, political beliefs or disability.

It is understood that the Electronic Communication Policy shall not compromise the expression of the beliefs, practices and doctrine of Immanuel Lutheran Church and School.

■ *Internet Postings and Social Networking*

Faculty and church staff members are empowered to create and edit their school and church online communication. Posting content on the internet includes all of the precautions of written correspondence, plus, a significant additional precaution because of exposure of information to, literally the entire world.

Uniting families in Christ to reach new generations for Christ.

Church
636-327-4416

632 E. Hwy N
Wentzville, Missouri 63385
ilcsw.net

School
636-639-9887

For this reason, under no circumstances are a minor's (Church member or student) first and last names to be posted along with a picture without parental permission. Parents must sign a waiver before the minors' names and photos of special events and activities may be posted. These cannot be posted concurrently.

If there is any question about the posting information to the Immanuel Lutheran School or Church website, please contact the principal or one of the pastors first for clarification.

Please be aware that violation of this policy may result in disciplinary action up to and including termination.

STATEMENT OF BELIEF

In addition, ILCW is part of The Lutheran Church—Missouri Synod (LCMS) which is a mission-oriented and Bible-based denomination that confesses the historic, orthodox Christian faith in the Triune God, Father, Son, and Holy Spirit, a faith built on “the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone” (Eph. 2:20). With the universal Christian Church, The Lutheran Church—Missouri Synod teaches and responds to the love of the Triune God, who created all that exists; became man to suffer, die, and rise again for the world's redemption; and brings people to faith and new life through His Word and Sacraments. The three persons of the Trinity – Father, Son, and Holy Spirit – are coequal and coeternal, one God.

Therefore, we believe without reservation that the Scriptures of the Old and the New Testament are the written Word of God and the only rule and norm of faith and of practice. In addition, this congregation accepts without reservation the writings contained in the Book of Concord: (The Confessions of the Evangelical Lutheran Church) and agrees to conform all our teaching and practice to the Scriptures and the Confessions.

In order to conform to the Scriptures and the Confessions, we issue the following statements of belief.

Statement of Belief on Marriage, Gender, and Sexuality

We believe God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen. 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.

We believe the term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).

However, we also believe God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom. 10:9-10; 1 Cor. 6:9-11).

We believe every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of ILCW.

Statement of Belief on the Sanctity of Human Life

We also believe all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically and/or intellectually disabled, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Ps. 139).