



IMMANUEL LUTHERAN  
CHURCH AND SCHOOL

## Anti-Harassment Policy

Immanuel Lutheran Church and School is committed to providing an environment free of discrimination and unlawful harassment and intends to abide by all state and federal laws which prohibit discrimination against students, employees, volunteers, prospective employees or applicants for employment by reason of any protected status under the law. The harassment of any person who is an employee, applicant, or visitor based upon that person's race, color, religion, national origin, citizenship, age, gender, disability, veteran status, or other protected status or any other factor prohibited by applicable law, is not acceptable in our workplace and is prohibited. Harassment within the authority of Immanuel Lutheran Church and School will include regular and special activities including field trips, church events, athletic practices and competitions, as well as other school or church sponsored events. Violation of this policy shall subject an employee to disciplinary action, up to and including termination.

Unlawful harassment, including sexual harassment, may take many forms, including slurs, jokes, cartoons, comments or other graphic or physical conduct concerning a person's race, color, religion, national origin, citizenship, age, gender, disability, or veteran status. Conduct is considered sexual harassment when it involves unwelcome sexual advances, requests for sexual favors, uninvited touching, sexually-related comments or other comments or physical conduct of a sexual nature, if:

- (a) such conduct interferes with a person's work performance or creates an intimidating, hostile or offensive work environment,
- (b) submitting to or tolerating any such conduct is an express or implied condition of employment or
- (c) a person's employment, evaluation, pay or other terms or conditions of employment is affected because he or she submits to or tolerates, or refuses to submit to or tolerate, any such conduct.

Sexual harassment may include, but is not limited to, unwelcome sexually-oriented kidding or teasing, sexual innuendos, inappropriate or unwelcome touching, sexually-oriented jokes, jokes about gender-specific traits or which are gender-based, or the display of obscene material.

If you believe you have been subjected to harassment by an employee or non-employee or witnessed any harassment prohibited by this policy, you should immediately advise your supervisor of your concerns, preferably in writing. If you are not comfortable raising the issue with your supervisor or if your concerns are not satisfied, you should notify the Business Manager or another member of the MLT, of your concerns, preferably in writing. If your concerns still have not been addressed, you should submit a complaint in writing to the Board of Directors executive committee. Do not assume your employer is aware of the harassment. We believe the interests of all will best be served by written, signed complaints, as opposed to anonymous complaints. Anonymous complaints are not encouraged because of the serious implications of harassment charges, the difficulties associated with their investigation, and the questions of credibility involved; however, all complaints will be investigated to the extent possible.

*Uniting families in Christ to reach new generations for Christ.*

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ilcsw.net

School  
636-639-9887

ILCS will endeavor to preserve confidentiality to the extent it does not interfere with the investigation or impair anyone's rights. Employees are expected to cooperate in any investigation, including submitting to an interview and providing a written statement if requested. The complaint will be investigated and the merits of the complaint will be evaluated based upon the results of the investigation and the particular circumstances. Prompt and appropriate disciplinary and/or corrective action will be taken, as necessary. The complainant (if known) will be given a general description of the results, subject to appropriate restrictions on confidentiality.

Immanuel Lutheran Church and School treats complaints of harassment seriously and expects its employees to act responsibly in raising these issues, recognizing the sensitivity of such matters for all concerned and the possible consequences. Any supervisor who becomes aware of possible discrimination or harassment should promptly advise their supervisor and/or any member of the MLT, who will handle the matter in a timely and confidential manner. Anyone who reports a complaint of harassment or discrimination as outlined in this policy or participates in the complaint process will be protected from all retaliation.

## **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).