Behavioral Expectations for Houghton University Employees

As a Christian Learning Community in the Wesleyan tradition, we pursue academic achievement, personal development and spiritual growth. We seek to create an educational environment that integrates faith, learning, and living in a way that honors Christ, follows Biblical principles, builds loving relationships, and develops whole Christians who are and will be active in serving Christ.

To become this kind of community, it is essential that we share a set of values, convictions, and commitments that guide our life together. We honor our individual freedom in Christ, the rich diversity of our experiences and backgrounds, and the critical exploration and decision-making that is inherent in our personal development. At the same time, we embrace the vision, ideals, and standards that bring us together and allow us to function as a unified Christ-centered academic community. The shared Vision of Our Common Life describes the type community we aspire to be. As part of this shared common life, and rooted in the Christian tradition, the University’s chosen position is that some behaviors are not suited to a flourishing Christian community. Therefore, the following behavioral expectations have been implemented for all faculty and staff:

- Houghton University employees are expected first of all to be trustworthy persons of integrity.
- Houghton University employees are expected to honor God in speech. The taking of God’s name in vain or the use of offensive, abusive, profane, crude, racist, sexist, hateful or obscene language, spoken or written, is prohibited and may result in disciplinary action. Demeaning gestures or words are prohibited. Language should also reflect sensitivity to cultural diversity.
- Houghton University is committed to providing an environment that is free from all forms of harassment and free from discrimination on the basis of sex, including sexual harassment. Therefore, acts of harassment, sexual harassment, stalking, relationship violence and non-consensual sexual misconduct, descriptions of which can be found in Houghton University’s Title IX Policy and in the Human Resources Policy on Sexual Harassment, are not tolerated in our community and will be fully investigated in accordance with our published policies and procedures.
- Houghton University employees are expected to abstain from engaging in occult practices and, as stewards of our God-given resources, are expected to abstain from gambling in any form.
- Houghton University has chosen to be a community whose members avoid substance abuse of any kind, and who choose to refrain from the use of alcohol both on and off campus. While we recognize that this latter commitment exceeds the requirements of scriptures, we make this choice out of respect for our Wesleyan Methodist heritage which has long stood against the abuses of alcohol, and to model for our students a counter-cultural alternative of a fulfilling collegiate experiences and a life of personal and communal flourishing.
- Houghton University employees are expected to conduct themselves with sexual integrity as that is understood by our sponsoring denomination, The Wesleyan Church. (If you are uncertain of what the denomination’s policy is, please contact Human Resources for further information.)
The University expects that all faculty and staff will respect the University’s position on these matters and that, while employed at Houghton University, will agree to follow these behavioral expectations.

**Employee/Applicant Response:**

I acknowledge that I have read and understand the *Statement on Community Behavioral Expectations* and *A Vision of Our Common Life*. I agree to pattern my life according to the requirements of these documents while an employee of Houghton University.

_____ I agree to comply with the behavioral expectations for faculty and staff.

_____ I do not agree to comply with the behavioral expectations for faculty and staff.

_____ I understand and affirm my willingness to honor the University’s stance on this, but I have personal circumstances that may make it difficult for me to comply with aspects of the behavioral expectations and I wish to discuss these with the appropriate personnel.

Signature: ________________________________

Printed Name: ________________________________

Date: ________________________________