



LIFECHURCH.TV

Subject: Alcohol/Drug Policy		
Effective Date: 9/1/07	Department: All	Classifications: All Staff
Revised Date: N/A		Page: 1/1
References: I Corinthians 8:9-13; Romans 14:21; Ephesians 5:18 Additional references: Proverbs 20:1; 23:29-35; 31:4, 6; Isaiah 5:11, 22; Romans 13:12-14; I Corinthians 6:9-11; 9:19-23; I Peter 4:2-4		

PURPOSE:

Provide direction and clarity to staff regarding the use of drugs and/or alcohol on the job, while representing LifeChurch.tv, and during personal time. To provide a drug-free, healthful and safe workplace to be an example of Christ-like behavior.

POLICY:

- All LifeChurch.tv staff, including staff childcare workers and Weekday Ministry staff, are required to report to work in appropriate mental and physical condition to perform their job in a satisfactory manner.
- No LifeChurch.tv staff member may use, possess, distribute or sell illegal drugs.
- The legal use of prescribed drugs is permitted on the job only if it does not impair a staff member's ability to perform the essential functions of the job effectively and is administered in a safe manner that does not endanger other individuals in the workplace.
- Alcoholic beverages may not be served anywhere on a LifeChurch.tv campus; or at gatherings sponsored by LifeChurch.tv.
- Staff members should refrain from the consumption of alcoholic beverages when representing LifeChurch.tv at outside organizational functions.
- Staff should consider the higher standard of responsibility placed on them by the public as staff members of LifeChurch.tv. And take this into consideration when deciding the appropriate time/place for consuming alcohol.
- Recognizing that alcohol consumption is both a cultural and biblical issue, team members should maintain a high level of cultural awareness and sensitivity when determining the appropriateness of alcohol consumption, while also considering the boundaries established within this policy. I Corinthians 9:19-23.
- During personal time, staff members are permitted to consume alcohol, if of legal age. Consumption of alcohol should be done so in a responsible manner, with moderation and sensitivity to others for whom alcohol use may create an offense, pursuant to I Corinthians 8:9-13 and Romans 14:21.
- Alcohol should not be consumed during ministry work.
- Violations of this drug/alcohol policy may lead to disciplinary action, up to and including immediate termination of employment. Some violations of this policy may have legal consequences.
- Staff members are encouraged to be forthright with their supervisor, DLT and/or HR in their questions, concerns, and violations of this policy.