

## POSSIBLE CHRISTIAN SCHOOL POLICY POSITIONS CONCERNING SEXUAL ORIENTATION



Based on a biblical standard that marriage is defined as a union between one man and one woman:

Position Statement	Admissions Policy	Board Service and Employment Policy
Same-sex marriage is legal, but is contrary to biblical standards and to the mission of XYZ Christian School.	Children of same-sex partners will not be considered for admission to XYZ Christian School.	Individuals in same-sex partnerships do not qualify for employment or board membership. Individuals who enter into same-sex partnership while employed do not qualify for continuation of employment.
Same-sex marriage is legal. Same-sex marriage is contrary to the biblical standards and mission of XYZ Christian School and is contrary to biblical standards of the churches that are most closely aligned with the mission of the school.	XYZ Christian School welcomes the children of all parents who regularly attend a Christian church, who accept the standards of XYZ Christian School, and who accept that XYZ Christian School will teach that marriage is between one man and one woman.	Individuals in same-sex partnerships do not qualify for employment or board membership. Individuals who enter into same-sex partnership while employed do not qualify for continuation of employment.
Same-sex marriage is legal. Scripture is not definitive and there is room for biblical interpretation. XYZ Christian School believes that this is a church matter and not a school matter. XYZ Christian School respects the difference in the churches represented in the school and therefore limits some participation in the school by those in same-sex partnerships.	XYZ Christian School welcomes the children of all parents who regularly attend a Christian church and who accept the standards of XYZ Christian School.	Individuals in same-sex partnerships do not qualify for employment or board service. Individuals who enter into same-sex partnership while employed do not qualify for continuation of employment or continued board service.
Since same-sex marriage has been declared legal and since the varying denominational responses indicate that the matter is open to biblical interpretation, XYZ Christian School places no restrictions on parents or students.	XYZ Christian School welcomes the children of all parents who regularly attend a Christian church and who accept the standards of XYZ Christian School.	Individuals in same-sex partnerships qualify for employment or board service.

Position Statement	Facility Use Policy	Retention of Students
Same-sex marriage is legal, but is contrary to biblical standards and the mission of XYZ Christian School	The facilities of XYZ Christian School cannot be used or rented to promote events that are in conflict with the school’s mission. That includes same-sex marriage ceremonies, receptions, and events promoting same-sex sexual orientation and issues.	Children of same-sex partners will not be permitted to re-enroll in XYZ Christian School. Students who openly advocate for same-sex issues and causes will not be permitted to remain enrolled at XYZ Christian School.
Same-sex marriage is legal. Same-sex marriage is contrary to the biblical standards and mission of XYZ Christian School and is contrary to biblical standards of the churches that are most closely aligned with the mission of the school.	The facilities of XYZ Christian School cannot be used or rented to hold or promote events that are in conflict with the school’s position. That includes same-sex marriage ceremonies, receptions, and events promoting same-sex sexual orientation and issues.	XYZ Christian School welcomes retention of children of all parents who regularly attend a Christian church, who accept the standards of XYZ Christian School, who accept that XYZ Christian School will teach that marriage is between one man and one woman, and who do not advocate for same-sex causes within the school setting.
Same-sex marriage is legal. Scripture is not definitive and there is room for biblical interpretation. XYZ Christian School believes that this is a church matter and not a school matter. XYZ Christian School respects the difference in the churches represented in the school and therefore limits some participation in the school by those in same-sex partnerships.	XYZ Christian School permits the use of its facilities for events that promote same-sex relationships as long as they meet the conditions of the school’s rental and use policy.	XYZ Christian School welcomes the retention of children of all parents who regularly attend a Christian church, who accept the standards of XYZ Christian School, and who do not advocate for same-sex causes within the school setting.
Since same-sex marriage has been declared legal and since the varying denominational responses indicate that the matter is open to biblical interpretation, XYZ Christian School places no restrictions on parents or students.	XYZ Christian School facility rental and use policy is open to any group that meets the conditions of the school’s rental and use policy.	XYZ Christian School welcomes the enrolled children of all parents who regularly attend a Christian church and who accept the standards of XYZ Christian School.



## GUIDING QUESTIONS FOR XYZ CHRISTIAN SCHOOL AS IT CONSIDERS EACH CATEGORY OF THE RUBRIC:

**Each Christian school would be wise to do the following as it reviews existing policy or considers new policy:**

1. Begin with the school's mission, bylaws, and statement of faith. Insure that the language clearly states the school's biblical foundation and principles.
2. Prayerfully seek God's guidance to lead the school in discernment.
3. Include a statement in the school's policies indicating that, when a policy is not clearly stated or understood, the school's mission, bylaws, and statement of faith take precedence.
4. Seek good legal advice.
5. Determine where the principles regarding policy determination will be developed. A task force appointed by the board that is representative of the community's stakeholders could be the best tool for this important work.
6. Prepare, review, or revise school policies regarding hiring practices, employment retention, student/family admission, student retention, clubs and internal organizations, facility use, and curriculum guidelines.
7. Prepare for the possibility of accommodations at such things as athletic events for students from other schools and their families. Do not seek to impose Christian school standards and policies on students or families not enrolled in your Christian school.
8. Examine good resources that speak to the issues. Resources are offered by church denominations, respected periodicals, and parachurch organizations.

### **Categories and Questions:**

1. Biblical foundation, principles, and standards
  - a. What does scripture say about marriage and human relationships?
  - b. Do the school's mission, statements of faith, and policies clearly reflect those standards?
2. Admissions
  - a. Is the school's admission policy a closed or open policy, and what are the biblical principles that guide that decision?
  - b. Are the school's admissions policies clear and applied consistently?

3. Hiring and retention of employees
  - a. Do the school's hiring policies state that the employee must be in full agreement with the school's mission and statement of faith?
  - b. Does the school's job description clearly state that each employee agrees with, and will teach according to, the school's mission, statement of faith, and curriculum?
  - c. Does the school's job description include a lifestyle guideline?
  - d. If a current teacher or employee chooses not to adhere to the school's policies, do the school's policies include a clear process for dismissal, arbitration, or mediation?
  
4. Facility use
  - a. Do the school's facility use and rental policies reflect the school's mission and statement of faith?
  - b. If the school chooses to restrict use of the school facility, are restrictions clearly stated and aligned with other school policies and applicable law?
  
5. Retention of students and families
  - a. Are enrollment retention and re-enrollment policies consistent with admissions policies?
  - b. Are enrollment and retention policies aligned with the school's mission and the school's desire to be a grace-filled community for the students and their families?
  - c. Are lifestyle choices of the parent(s) or the student(s) an enrollment policy factor? If so, is this clearly stated in the school's policies?
  
6. Legal factors
  - a. Has legal advice been sought to understand national law?
  - b. Has legal advice been sought to understand provincial, state, and local laws? Regional offices and state non-public school offices are best positioned to provide advice pertaining to provincial, state, and local laws.