

Equal Opportunities Policy

Policy Statement

Serving in Mission is a part of the international Christian mission organisation SIM. Serving in Mission is committed to SIM's Doctrinal Statement, Core Values and Purpose Statement (signed by all who join, through the SIM Commitment). These documents provide the ethos that serves as the foundation for the work of SIM.

Serving in Mission supports the principle of equality of opportunity in employment and therefore aims to treat all its trustees, missionaries, employees, applicants and volunteers equally and fairly.

It is an Occupational Requirement that all workers appointed to represent Serving in Mission should be those who adhere to the SIM Commitment (Doctrinal Statement of Faith, Core Values and Purpose Statement), seek to live by them and to carry out their work in a manner that promotes and authenticates the Christian faith. In particular, such workers will be those who are able to affirm their adherence to the orthodox Biblical teaching that sexual activity is to be enjoyed only in the context of heterosexual marriage*. Where it is recognised that adherence to the evangelical Christian faith is not essential to a post, steps will be taken to ensure that this is made clear and that the vacancy is advertised appropriately.

The commitment to equality of opportunity covers all aspects of employment, from vacancy advertising, selection recruitment and training, to conditions of service, career development and reasons for termination of employment. Selection criteria and procedures are regularly reviewed to ensure that individuals are treated on the basis of their relevant merits and abilities.

Implementation of this policy is the duty and responsibility of all Serving in Mission trustees, missionaries, employees and volunteers.

***SIM Personnel Handbook**



3.3.2 Policy

Missionaries must be exemplary in their relationships.

- Avoiding any situation which can be construed as having immoral implications.
- Giving no reason for suspicion as to wholesomeness of interpersonal relations.
- Not yielding to or being subject to situations which lend themselves to gossip.

by prayer



Practices

Local Policies and Practices

All SIM Offices will establish Sexual Conduct policies and practices that are appropriate for their own contexts, especially for the legal situation that is applicable. All SIM Personnel will be required by the relevant offices to sign a statement committing them to abide by the Sexual Conduct policy of SIM as stated in the relevant local applications of the Policy. All SIM Offices which accept people for service will develop and apply appropriate screening procedures for their applicants. This means most people will sign two policies – one for the office that sends them, and one for the office that receives them.

Breaches of Policy

Any sexual misconduct including but not limited to premarital and extramarital sexual relationships, homosexual acts, use of pornography, child abuse and sexual harassment is unacceptable in those who serve as part of SIM