



THE TABERNACLE

LOVE GOD. LOVE PEOPLE. MAKE DISCIPLES.

INTERACTIONS WITH THE OPPOSITE SEX

General Accountability Guidelines

February 2021

The Tabernacle is committed to assisting its staff in having healthy and professional relationships with members of the opposite sex, including setting appropriate boundaries, which are outlined below. Staff members are asked to follow the guidelines below while on all Tabernacle properties and at off-site ministry-related events/meetings. These guidelines apply to both married and un-married Tabernacle staff members.

- Do not have closed-door meetings with members of the opposite sex unless you are in the conference rooms or offices that contain windows. Please make every attempt to meet in open spaces that are well traveled as much as possible.
- As part of your ministry function, do not meet with members of the opposite sex off-site unless a third party is present or you meet in a public, open place.
- Limit driving alone with members of the opposite sex when traveling to off-site meetings, lunch appointments, or seminars. Going in groups is preferred.
- If two staff members of the opposite sex must travel together for an overnight seminar/event, one of the staff members should bring his/her spouse or another staff member.
- When working at all Tabernacle properties, make an effort not to be alone with a member of the opposite sex. If you must be alone in a building with a member of the opposite sex, work in open areas, with windows and never alone in offices or secluded areas.
- Staff members are encouraged to follow Matthew 18 if they believe a relationship has become inappropriate or unhealthy. They may also reach out to their direct report, Executive Pastor or Human Resources Director.

- The Tabernacle asks all married staff members to honor their spouses in regard to personal boundaries, interactions, and spending time with members of the opposite sex while conducting ministry-related tasks.
- The Tabernacle Executive Team expects staff members to follow the above policy at all times when interacting with members of the opposite sex. They also fully support those staff members who report inappropriate behavior in the workplace and will follow-up immediately when concerns are voiced.
- Failure to follow this policy could result in disciplinary action or dismissal.