

---

## Community Standards

---

Board Approved: May 11 2023

### Rationale

At White Rock Christian Academy, we are defined by our commitment to Christ-centred education, as described in our Statement of Faith, Core Values, and Core Purpose, which is to inspire and cultivate citizens of Godly character who transform their world for Christ. Our community consists of parents and other family members committed to educating our children in accordance with Christian belief and practice, and the administrators, educators and staff who partner with them to carry out that Core Purpose. Our beliefs and practice are integrated, so the ways in which we interact with one another and conduct ourselves (whether in public or in private) are a vital part of our mandate and identity. Having freely chosen to belong to this community, we joyfully affirm the standards that mark us as distinctly Christian.

Policy Statements	Regulations
1. Because our conduct is integral to our mission, all of our employees and volunteer leaders agree to be held accountable to our community standards.	<p>1.1 Employees (includes administrators, educators and staff) commit to these standards as they are incorporated into the employment contract.</p> <p>1.2 Volunteer Leaders (includes decision making volunteers such as board, committee, task force members and coaches) commit to these standards by signing the Community Standards Form.</p>
2. In the event an employee or volunteer leader falls short of these standards, we will follow a process in the hopes of reconciliation and restoration.	<p>2.1 Where the conduct of an employee or volunteer leader may have fallen short of these standards, the appropriate supervisor will engage in conversation with that person in a spirit of seeking restoration, mutual understanding, and reaffirmation of commitment to our community and its standards.</p> <p>2.2 WRCA is also a place of diversity and the potential exists for there to be difference in the school community where certain conduct breaches the standards of conduct of WRCA. If such a difference of opinion remains unresolved,</p>

	the board of directors of WRCA shall make the final determination concerning the matter.
3. Our standards of conduct are organized around the general themes of loving God, loving one another, and loving ourselves.	<p>3.1 Our standards of conduct are derived from Jesus' response when asked to name the most important command in the Law (Matthew 22:37-39). We affirm that Christ's commands to love God with all of our heart and soul and mind and love our neighbor as ourselves are the ultimate standard for conduct in White Rock Christian Academy.</p> <p>3.2 Employees and Volunteer Leaders can demonstrate their love for the students and all others in the school community by recognizing in each person a reflection of God their Maker and motivating them to develop their unique gifts so that they may better serve others as God has called them to do.</p> <p>3.3 Employees and Volunteer Leaders will encourage and discipline in a way that demonstrates love.</p>
4. Our employees and volunteer leaders commit to Loving God	<p>4.1 Christian faith: We promote Christian beliefs, principles, conduct and practice. We respect other religions and traditions but profess and teach the Christian faith as our own.</p> <p>4.2 Communal worship: Gathering together for worship is integral to our Christian life. We worship together in chapels and assemblies, and we are actively engaged in our local Christian church communities.</p> <p>4.3 Spiritual formation: Our members invest in their individual spiritual formation through the practice of Christian disciplines. These disciplines may include study of Scripture and Christian writings, prayer, solitude, rest, service, and giving.</p>
5. Our employees and volunteer leaders commit to Loving their Neighbors	<p>5.1 Civility: We value dialogue, civil discourse, and edifying language appropriate to a community of care and respect. When disagreements and conflict occur, we speak with one another</p>

	<p>directly to resolve our concerns. Where matters cannot be resolved in this manner, the persons involved ask another appropriate member of the community to help resolve the conflict. We avoid gossip, slander, obscenity and coarse joking, whether in direct or digital communication.</p> <p>5.2 Respect for others: We believe that every person, whether they are part of our community or a neighbor outside of it, is uniquely created to reflect the image of God and as such is worthy of the highest respect and dignity. This is true whatever the person's characteristics including race, culture, religion, sex, sexual orientation, gender identity, or age. Words or behavior that diminish, harass or abuse any person have no place in our community.</p> <p>5.3 Sexuality: Our sexuality is a gift from God to be valued and treated with care. We exercise discipline in our sexual expression, out of respect for ourselves and for one another. We reserve expressions of sexual intimacy for within marriage.<sup>1</sup> (SoF) We do not engage in sexual harassment, sexually exploitative behavior, or viewing pornography.</p> <p>5.4 Stewardship: We view all of creation, including our facilities and material goods, as gifts entrusted to our care. We make every effort to care for and protect creation. We care for our property and respect the property of others. We approach material resources with gratitude and generosity.</p>
<p>6. Our employees and volunteer leaders commit to Loving Themselves</p>	<p>6.1 Identity: Our identity is found in participation with Christ and in bearing the image of God. Therefore, each of us is worthy of a respect for self which humbly acknowledges our gifts and accomplishments, and graciously accepts and forgives our weaknesses and failures.</p> <p>6.2 Self-care: We treat our own bodies with care and</p>

	<p>reverence. We recognize healthy food, exercise, self-care, and rest as ways to take care of our bodies. We avoid smoking/vaping, overuse of alcohol, abuse of legal drugs, and any use of illegal drugs.</p> <p>6.3 Self-development: We actively pursue learning, discovery, and self-development that addresses our emotional, spiritual, mental and physical dimensions.</p>
--	--

The school leadership team through consultation with the school staff developed this policy, and it was approved by the WRCA Board of Directors. It will be communicated to the school community and made available on the school website. The leadership team will review the policy and the WRCA Board of Directors will approve suggested revisions every two years.