

Employee Lifestyle Expectations

Employees of Seattle Pacific University are members of a community. All communities expect their members to uphold certain standards of behavior and contribute to the welfare of the group in specific ways. The community expectations of SPU are standards of behavior which reflect the University's commitment to providing higher education in the context of an evangelical Christian and Wesleyan heritage. Employees serve as both ambassadors of SPU to the external community and role models for students.

Therefore, as members of this academic and faith community, SPU employees are asked to make behavioral and lifestyles choices consistent with moral integrity, social consciousness, and effective Christian witness. In keeping with these expectations and to ensure a spirit of Christian community, University employees are expected to refrain from:

- Committing or advocating illegal or unethical acts of any kind.
- Sexual behavior that is inconsistent with the University's understanding of Biblical standards, including cohabitation, extramarital sexual activity, and same-sex sexual activity. (See the University's [Statement on Human Sexuality](#)).
- Use of any alcohol and/or tobacco products on campus or at any University sponsored activity. (See the University's policy on [Alcohol, Tobacco, and Drug Use](#)).
- Conduct that is contrary to SPU's [Anti-Bullying Policy](#), or [Employee and Volunteer Sexual Misconduct Policy](#).
- Conduct that constitutes discrimination or harassment (including sexual harassment) as defined in SPU's [Discrimination and Harassment Grievance Procedure](#) or in SPU's [Nondiscrimination and Title IX Grievance Process](#).

Employees who engage in any of these activities may face disciplinary action up to and including termination of employment with the University.

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