



# All Saints Amsterdam Episcopal Church

## Code of Conduct

### Our Foundation

The values of inclusion, diversity, and anti-oppression form the foundation of All Saints Amsterdam. We embrace our differences and trust in Christ-centered belonging. We approach one another with welcome and curiosity.

### Dignity and Respect

At All Saints Amsterdam, we uphold the dignity of every person. We respect each individual regardless of:

- Age
- Gender identity and/or expression
- Ethnicity
- Sexual orientation
- Social or financial position
- Cultural background
- Physical or psychological constitution

### Participation and Growth

- We welcome all voices and talents, embracing the diverse gifts each person brings
- We acknowledge everyone's role and responsibilities within our community
- We recognize each person's talents and potential for growth
- We encourage one another through positive, constructive feedback
- We value the commitment of all who make our church activities possible

# Unacceptable Behaviors

We do not tolerate:

- Coercion or aggression
- Abuse of power or manipulation
- Exclusion or discrimination in any form
- Violence, including verbal or physical abuse
- Sexual harassment or sexual violence
- Theft or damage to property

# Community Responsibility

- We practice transparency in finances, motivations, reasoning, and goals
- We follow established rules in the spaces we use
- We maintain clean and tidy environments, with each person contributing
- We hold each other accountable for upholding these standards
- We strive for sustainability and social responsibility in our choices and partnerships

# Accountability and Reporting

- Every member of All Saints Amsterdam is accountable for their behavior
- Violations of this Code may result in proportionate measures in accordance with Episcopal canons and applicable laws
- We encourage members, employees, and volunteers to report violations or concerns
- You may contact any church leader with concerns or reports
- We take immediate action when we witness situations that could endanger others

# Protection of Vulnerable Individuals

We are committed to preventing abuse of children and other vulnerable people. We utilize the training, guidelines, and procedures provided by the Episcopal Church to ensure a safe environment for all.

Together, we create a community that reflects Christ's love and acceptance. By upholding these standards, we foster a space where all can worship, serve, and grow in faith.