

Subj: Global Outreach Standard of Conduct Policy

Introduction: Global Outreach is committed to conduct as an organization and by its personnel that is ethical, legal, moral, and consistent with its faith, mission, and biblically based core values. Global Outreach opposes and does not act as a willing party to wrongdoing, corruption, bribery, other financial impropriety, or illegal acts in any of its activities. We seek to be good, faithful, and honest stewards of God's resources with which we are entrusted.

Global Outreach expects all associated with its work to conduct themselves in a manner that positively benefits Global Outreach and respects the needs of others. Such conduct is critical to ensure that the important work of the Great Commission and ability to take the love and compassion of Christ to the suffering and needy continue unabated. Our supreme guide for the standard of conduct we aspire to is found in the Word of God. Paul admonishes us, "Finally, brethren, whatever is true, whatever is honorable, whatever is right, whatever is pure, whatever is lovely, whatever is of good repute, if there is any excellence and if anything, worthy of praise, dwell on these things. The things you have learned and received and heard and seen in me, practice these things, and the God of peace will be with you." Global Outreach is committed to a standard of conduct and doing its work of going in Christian love and compassion to mitigate physical, mental, emotional, and spiritual suffering in a manner that brings glory and honor to our Lord and Savior, Jesus Christ.

A. While it is not possible to list all the forms of behavior that are considered acceptable or unacceptable, the following is a partial list of the kinds of behavior or conduct that are expected:

1. Treating others with respect, dignity, and impartiality.

2. Behaving in an honest, trustworthy, moral, ethical, and Christ-like manner.

3. Adhering to all applicable laws, governing authorities, and Global Outreach policies.

4. Wearing appropriate attire that respects local custom and policy.

5. Professionally, responsibly, and effectively managing Global Outreach assets, funds, or other resources.

B. Some forms of behavior that are considered unacceptable are identified in the partial list below:

1. All unlawful or dishonest activities.

2. Financial impropriety in any form.

3. Sexual or other unlawful harassment or any form of abusive behavior.

4. Sexual conduct that is inconsistent with Global Outreach's Christian values or inappropriate or potentially harmful to Global Outreach's work and reputation.

5. Theft, misappropriation or inappropriate removal or possession of any assets, funds or other resources belonging to or associated with the work of Global Outreach.

6. Showing favoritism (for example, showing an improper preference or allowing inappropriate factors as bribery or special favors to influence decisions regarding dealings with others).

7. Falsification of records.

8. Use and/or possession of any illegal substances.

9. Disrespectful, foul, or degrading conduct.

10. Association or collaboration with agencies, foreign or domestic, who practice any of the unacceptable behaviors.

11. Association with any terrorist group or activity, foreign or domestic, as stated in the Global Outreach Anti-Terrorism Policy.

12. Association with any agency or organization listed on the Office of Foreign Assets Control Sanctions blocked persons list.

13. Soliciting or accepting any advantage from any persons having business dealings with Global Outreach.

14. Practices that undermine the dignity of girls, boys, women, and men and their right to protection from physical, sexual, and psychological harm.

15. Practices which are clearly forbidden by the Word of God.

C. Standards for child protection are delineated in the Global Outreach Safeguarding Policy.

D. Global Outreach personnel shall be free (and in fact are encouraged) to report evidence of conduct which violates or is inconsistent with the standards described in these guidelines to the Global Outreach Compliance Officer. This reporting can be done confidentially and without retaliation to the person making the reporting. See Global Outreach's Whistle Blower Policy for additional guidelines.

E. Global Outreach is a nonprofit 501(c)(3) fundraising organization for indigenous Christian ministries in under-resourced and developing nations around the globe. It is important that all personnel associated with the work of Global Outreach, exercise discretion and good conscience and avoid all forms of evil.

Review and Publication:

1) The Global Outreach General Director will have responsibility to review and update this Standard of Conduct Policy annually.

2) This Standard of Conduct Policy will be made publicly accessible via a link on the Global Outreach website and disseminated to all Global Outreach officers, board members, volunteers, and global ministry partners. Widest distribution of this policy is recommended.

Compliance: All Global Outreach officers, board members, volunteers, and global ministry partners are expected to comply with this Standard of Conduct Policy. All global ministry partner directors are to acknowledge via email to bill@global-outreach.net that this policy has been received, reviewed, and has your concurrence for implementation. This policy becomes effective upon receipt.

Scope: This policy applies to all Global Outreach personnel to include officers, board members, global ministry partners, volunteers, and all others associated with the work of this organization.

Bill Reed
General Director

Renee Reed
President