



Hôpital Evangélique « Le Pionnier »  
BP 24, Brazzaville / BP 10, Impfondo  
Republic of Congo

## Code of Conduct

*This Code of Conduct applies to volunteers (short or long-term) and all personnel serving at Hôpital Evangélique « Le Pionnier » (HELP) – including students, volunteers, employees, department heads, and members of the Board of Directors.*

*All volunteers and hospital staff fulfil a critical role in achieving our mission “To know Jesus Christ and make Him known by serving the medically underserved in central Africa.” With opportunities for service come the responsibility to set an example in the way we lead our lives – conscious of behaviours and attitudes that may cause others to stumble – seeking, rather, to model the life of Christ. To that end, the following Code establishes our individual and corporate commitment to strive for a high standard of personal conduct as we represent Christ and HELP. More important than the specific standards we may describe, our conduct should be constrained by our deep love of God and the ones He allows us to serve.*

### **A. Statement of Faith, Doctrinal Statement, Mission, Vision and Core Values**

Volunteers serving for more than three months must be accepted candidates or licensed representatives of Hôpital Evangélique « Le Pionnier », or seconded by a partner organization. We all agree to abide by HELP’s Statement of Faith, Doctrinal Statement, Mission Statement, Vision Statement, and Core Values.

### **B. Integrity**

We agree to demonstrate honesty and high ethical standards in all ministry, business, and personal dealings.

### **C. Being Above Reproach**

We agree to consider our lifestyle choices in light of our role as an example to the community, in particular, how certain actions can be perceived by or influence others. We understand that some areas of freedom may not be wise or considerate choices in our community. Therefore, we exercise discernment and cultural sensitivity, refraining from questionable activities while in serving in Congo.

### **D. Respect for Authority**

We acknowledge the ultimate authority of God and His Word over all that we say or do. In addition, we agree to respect established authority structures both within the hospital and community.

### **E. Support for Pioneer Christian Hospital Policies**

HELP’s Medical Director, Administration, Leadership, Department Heads, Managing & Executive Committees determine the official policies that govern HELP. In addition to being bound by Congolese and International law, we pledge to abide by the agreements (statutes and bylaws) as signed or amended by the Administration and Personnel. We agree to refrain from undermining these policies while serving at HELP.

### **F. Involvement in Political Activities**

We will not be involved in direct or indirect endorsement of political candidates or campaigning when representing HELP.

### **G. Spiritual Gifts**

We strive to use spiritual gifts as God intended. We will refrain from using or promoting any spiritual gift where it may cause disruption or confusion.

**H. Harassment**

We are committed to maintaining an environment in which all individuals treat others with dignity and respect, and which is free from all forms of intimidation, exploitation and harassment, including sexual harassment of any form.

**I. Sexual Purity**

We agree to practice sexual intimacy only within the bond of marriage between one man and one woman. Unmarried personnel agree to lead pure and celibate lives.

**J. Language**

We agree to not use profane or suggestive language, or coarse jesting, in public or in private.

**K. Addictive Behaviours**

We agree to refrain from drinking alcohol, using tobacco, illicit or recreational drugs, pornography and gambling.

**L. Consequences**

We understand that HELP staff, volunteers, and leaders in wilful violation of the policies of HELP are subject to disciplinary action including dismissal. Violations of this code of conduct may be dealt with on an informal basis with the individual concerned or brought to the attention of HELP leadership. Those in disagreement with these policies should seek to resolve his/her disagreement following appropriate channels, and resign if resolution is not possible.

I have carefully read and understand and agree to uphold this Code of Conduct for the duration of the time that I am serving at Hôpital Evangélique « Le Pionnier », including times traveling to/from the hospital.

Signature \_\_\_\_\_ Date \_\_\_\_\_