

Summary of MCC Lifestyle Expectations

"Living Simply" (policy #1)

MCC's intent is that service worker support policies cover the basic cost for a worker's term of service. The support given will reflect the varied living costs for service workers due to the widely different economic conditions in which they serve around the world. Support for service workers will allow a healthy, comfortable, simple lifestyle that is as close to the living level of local program partners as possible.

Harassment (policy #133)

MCC affirms that under the lordship of Christ, differences of worth and status based on human distinctions are abolished. MCC recognizes the systemic nature of racism and sexism. MCC affirms that racism and sexism have no place in the Christian community.

MCC strives to provide a professional working environment, including management training, inter-cultural training for workers being sent on overseas assignments, and information to all staff that promotes equal employment opportunities and prohibits discriminatory practices, including sexual harassment and harassment based on race, color, gender, national origin, marital status, age, disability or other protected characteristic. MCC will not tolerate harassment on the basis of color, national or ethnic origin, religion, sex (including pregnancy), sexual orientation, age, marital or family status or disability. MCC will screen candidates on occupational requirements (such as faith screens), as well as requiring life style expectations.

Alcohol, tobacco and illegal drug use (policy #151)

MCC recommends that its personnel abstain from alcohol use. This is particularly important in settings where alcohol use would compromise MCC's witness. MCC permits a measure of discretion regarding use of alcohol in private settings or at non-MCC events where social custom may involve its limited use. MCC recommends that its personnel abstain from the use of tobacco. This is particularly important in settings where tobacco use would compromise MCC's witness.

When the use of alcohol and/or tobacco compromises MCC's witness, in the eyes of the local church and community, program leadership may require complete abstinence by MCC personnel.

MCC prohibits the use of alcohol and tobacco by MCC personnel on MCC premises and at MCC-sponsored events.

MCC prohibits the use of illegal drugs and the use of alcohol and tobacco where illegal under local law.

Sexuality and celibacy (policy #152)

MCC requires sexual celibacy for personnel outside of a heterosexual marriage relationship during their terms of service with MCC.

Persons of homosexual orientation who meet MCC personnel criteria as noted above will be considered for MCC service if they are willing to abide by MCC's requirement of celibacy for all outside of a heterosexual marriage and if they will not use MCC as a platform from which to advocate for same-sex sexual relationships

Internet use policy (policy #906)

MCC requires that all personnel who use electronic media of MCC or partner agencies, as well as those who use personal computers while on MCC property/time do so in a responsible manner in accordance with established policy and blog guidelines. The electronic media systems are not to be used to create, send, receive, access of view:

- Offensive or inappropriate materials
- Sexually oriented messages or images
- Inappropriate sites allowing MCC's domain name to be captured, possibly resulting in negative publicity.

- Offensive or harassing statements or language including disparagement of others based on their race, national origin, sex, sexual orientation, age, disability or other protected characteristics.

Protection of Children and Youth (policy framework #3)

MCC primary purpose is to ensure that all children and youth under 18 years of age (minors) who interact with MCC program or personnel in any way feel valued and are safe from abuse at all times. MCC also desires to protect MCC personnel and volunteers from wrongful allegations of abuse.

For further details, ask for the specific policies and/or for a copy of MCC's Policy Handbook.

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