

Title: Expectations for our Work and Life Together

Functional Area: Core

Last Updated: November 2021

Approved by: Ad Cabinet



Diversity, respect, and equality

- We value diversity in our community and believe theological education is richer when we are in conversation with those who are different from us.
- We want all members of the AMBS learning community to have a voice, and to have equal access to information, services, and positions.
- We will respectfully engage differing opinions.
- We are Mennonite in affiliation and our primary teaching perspective, and we expect to be enriched by engagement with other Christian traditions. We welcome people to note differences and similarities in their own contexts with curiosity and respect.
- We acknowledge and work to dismantle racism (a combination of prejudice and power), sexism, and all forms of oppression.
- We want people of all genders, racial-ethnic identities, and economic backgrounds to have equal access to information, services, and positions.
- We expect all members to avoid prejudicial attitudes, stereotyping, and demeaning comments.
- We expect all members of the AMBS community to relate to each other in appropriate ways: no sexual harassment, abuse, or assault; no viewing of pornography; marriage commitments honored.

Safety and well-being

- We are committed to fostering a welcoming, safe, and secure campus environment.
- Following campus policies (e.g. [Security Policy Statement](#), [Sexual Misconduct Policy and Procedures](#)) we report concerning activity to an appropriate AMBS administrator and we report emergencies to 911.
- We do not allow guns on campus.
- We refer people asking for financial help to available community resources such as [Church Community Services](#) rather than giving money directly.
- We encourage healthy lifestyles, including exercise, good nutrition, and using a primary care health provider.
- AMBS prohibits the use of illegal drugs and the abuse of alcohol. Official AMBS-sponsored events are alcohol free and we do not use AMBS funds to purchase alcohol. Out of care and respect for members of the community who may struggle with alcohol-related dependency, alcohol will not be stored in any shared spaces such as cupboards and refrigerators in Waltner Hall, Lambright Center, the Chapel, the

guesthouses, or shared spaces in campus apartment buildings. We do not allow smoking on campus. For more, see the [Drug and Alcohol Prevention Policy](#).

- We encourage everyone to pay attention to stress levels, depression, and other forms of mental illness, and to seek assistance when necessary.
- We encourage spiritual formation through involvement in chapels, prayer times, spiritual direction and retreats, and local congregational involvement.

Reconciliation and mutual accountability

- We care for creation by coexisting with wildlife on campus, recycling, and conserving energy.
- We care about peace and justice on global, local, and interpersonal levels.
- We will practice care, support, and mutual accountability within appropriate boundaries and resources.
 - We will work at conflict and handle concerns in healthy ways, rather than avoiding it.
 - We will refrain from using email to deal with sensitive matters.
 - We will use the [Grievance & Conflict Policy](#) for addressing grievances and conflicts. This policy offers support for addressing conflict with a direct address, with the help of an advocate, and other options. The policy considers issues of unequal power and cultural dynamics.
 - We will watch out for each other's well-being, offering support and counsel regarding concerns or matters related to AMBS while respecting personal boundaries.
 - We will practice mutual accountability rather than "live and let live" individualism.
 - We will watch out for each other, providing support and counsel within appropriate boundaries.
 - We will bring concerns with sensitivity and respond to concerns without defensiveness.
 - We can bring concerns about destructive behavior to the attention of the administration if direct address is not effective.

--Reviewed and approved by the AMBS Administrative Cabinet - 12/05/2018

--Revised and Approved - 08/20/2019

--Revised and Approved - 11/23/2021