Non-Retaliation Policy

AGWM is committed to fostering a positive, Christ-like ministry environment for all workers, including employees and missionary contractors ("Workers"). You are encouraged to raise any good faith concerns regarding the AGWM culture or allegations of misconduct by AGWM Workers to your Area or Regional Director or by contacting the Executive Office directly using the secured email address agwmfeedback@ag.org.

A small group of individuals has access to and oversees this secured email box to review properly, maintain confidentiality to the greatest extent possible, and take necessary action. Retaliation against individuals who report violations of AGWM policies or misconduct of AGWM Workers is strictly prohibited. This policy applies to Workers who make a direct report in good faith, help someone else make a report in good faith, or participate in an investigation of such reports.

An employee who violates this Non-Retaliation Policy is subject to disciplinary action up to and including termination, and a missionary contractor who violates this policy is subject to disciplinary action up to and including termination of missionary appointment and support. Nothing herein shall limit The General Council from taking any action related to a Worker's AG credentials.

Confidentiality

Member Care Confidentiality

Normal limits of confidentiality will be maintained by Member Care providers, leaders, coordinators, and the Member Care director. “Normal” is defined as complete confidentiality with exceptions related to threats of harm to self or others and reports of abuse of a minor, elderly, or disabled person.

In matters of morality, member care providers will be strongly coached to encourage those with whom they are working to take appropriate steps with leaders when needed.

Leader Confidentiality

Regional and Area Directors value and practice confidentiality regarding sensitive conversations with personnel; however, they are not required or expected to observe complete confidentiality regarding issues related to credentialing matters (see A/G Constitution and Bylaws, p. 68, section 3).

RDs and ADs have a responsibility to protect the integrity of the organization as well as lead and care for workers.

•**A. Sexual Misconduct.** (1) Moral transgression involving sexual misconduct (2) Moral transgression involving pornography

•**B. Financial Misconduct.** (1) Immoral, unethical, or illegal practices related to personal finances (2) Immoral, unethical, or illegal practices related to church or ministry finances

•**C. Relational/Ethical Misconduct.** (1) Blatant misrepresentation of our Pentecostal testimony (2) A declared open change in doctrinal views (3) A contentious or noncooperative spirit (4) An assumption of dictatorial authority over an assembly (5) An arbitrary rejection of counsel from district leadership (6) Violations of ministerial courtesy or ethics (See Bylaws, Article IX, B, Section 8.) (7) An improper attitude toward those dismissed from the Fellowship (See Bylaws, Article IX, B, Section 10.) (8) General inefficiency in the ministry (9) Moral or ethical transgression other than sexual misconduct (10) Ministry in a non-Assemblies of God church without proper approval from district leadership (See Bylaws, Article IX, B, Section 9.) (11) A marriage in violation of our standards for either a recognized divorce or a biblical marriage (See Bylaws, Article IX, B, Section 5, paragraphs d and e.)

•**D. Substance Use and Abuse.** Violations of General Council Bylaws Article IX. DOCTRINES AND PRACTICES DISAPPROVED, B, Section Substance Usage, including: (1) Use or abuse of alcohol or recreational drugs (2) Abuse or addiction involving other legal substances (3) Use, abuse, or addiction involving other illegal substances