



Employment Policy: Human Sexuality and Marriage

This policy on human sexuality and marriage is based on sincerely held religious belief derived from scripture. Since all employees of Legacy Christian Academy (LCA) serve as ministers of the gospel to LCA stakeholders, employees are expected to represent the scriptural policies and positions below both in word and action. Therefore, employees who disagree with this policy, or whose conduct does not conform with these standards, are expected to resign or may be terminated.

From the beginning, God uniquely created humans distinctly and exclusively male and female, two complementary genders that together reflect the image and nature of God (Genesis 1:26-27). As created by God, each human's true gender identity is identical to the person's genetically determined biological sex at conception. Sex and gender are fixed and unchanging in God's design; they are gifts from God to each created person (Genesis 5:1-2). Accordingly, attempts to alter a person's gender from male to female or female to male, whether limited to appearance and expression or extending to medical intervention, are contrary to God's design. [Note: Rare chromosomal and physical anomalies related to a person's biological sex must be considered with compassion and discernment as resulting from the effects of sin on all creation (Romans 8:18-23). However, such anomalies do not alter human responsibility to honor and submit to God's original created design.]

In God's design, sexual activity is specifically and exclusively permissible only within the covenant relationship of marriage between one genetic man and one genetic woman. All sexual activity – heterosexual or homosexual, extramarital or premarital – outside the covenant relationship of marriage between one genetic man and one genetic woman is sexual immorality and not permissible in God's design (1 Corinthians 6:9, 13-20; Ephesians 5:3; Colossians 3:5; 1 Thessalonians 4:3-4; Hebrews 13:4).

God instituted marriage as a monogamous, heterosexual relationship between one genetic man and one genetic woman (Genesis 1:27-28, 2:18-25; Matthew 19:4-6; Mark 10:6-8), intended by God as a permanent human relationship dissolved only by the death of one spouse (Romans 7:2-3, 1 Corinthians 7:39). Godly marriage serves as a picture of God's work of redemption for mankind and involves role relationships (Romans 7:1-6, 1 Corinthians 11:3, Ephesians 5:21-33). Each godly husband must love his wife unconditionally, as Christ loves the church (Ephesians 5:25-26), and each godly wife must submit to her husband as to the Lord (Ephesians 5:22). God hates divorce (Malachi 2:13-16), and a divorce between two believing spouses not only violates God's intention for the permanency of marriage, it also violates the biblical principle that believers should not go to court against one another before unbelievers (1 Corinthians 6:1-8).

Jesus taught that divorce and subsequent marriage constitutes adultery, except in the case of marriage after divorce caused by sexual immorality (Matthew 5:32, 19:9; Mark 10:11-12), and scripture further teaches that believers who are maritally separated have only two options: remain unmarried or reconcile (1 Corinthians 7:10-11). However, the scriptures also explain that if an unbelieving spouse chooses to abandon a believing spouse, then the believing spouse is no longer bound to the marriage (1 Corinthians 7:15).

Human relationships, even marital relationships between two people who have been redeemed by faith in Jesus Christ, are marred by sin (Jeremiah 17:9, Romans 7:21-25). As such, separation of married individuals may be necessary to ensure the safety or well-being of a spouse and/or children. However, the goal of any marital separation should always be to reconcile and restore the marriage relationship (1 Corinthians 7:10-11).

LCA desires to honor God's expectations for human sexuality and Christian marriage, modeling both for students, families, and the larger community. As such:

- LCA employees must identify and appear as the gender that matches their biological sex at conception. Employees who are biologically female must identify as female and appear as female, and employees who are biologically male must identify as male and appear as male.
- LCA employees, whether unmarried or married, must uphold the highest standards of biblical purity and morality in their interpersonal relationships. This includes avoiding all forms of pornography.
- Each married LCA employee – whether faculty, staff, coach, or administrator – must remain faithfully married to his or her spouse, upholding the God-ordained institution of marriage. In lieu of resignation/termination, an employee facing or considering a biblically justified marital separation, divorce, dissolution, annulment, and/or remarriage may submit a written appeal to the Head of School explaining the circumstances, including intent to either reconcile or permanently end the marriage. The Head of School – after consultation with, at least, the employee's direct supervisor, the Director of Operations, and the employee's pastor (only if the pastor is willing) – will determine whether the circumstances permit continued employment. The employee's written appeal will be placed in the employee's personnel file.
- Each applicant for LCA employment who has ever experienced marital separation, divorce, dissolution, annulment, and/or remarriage must disclose the circumstances and date of each event within their written personal Christian testimony at the time of application. Marital separation, divorce, dissolution, annulment, and/or remarriage are not automatic disqualifications from employment at LCA. Should employment occur, the applicant's entire application, including their testimony, will be included in the employee's personnel file.

LCA considers the issues of gender and sexual identity, biblical purity and morality in interpersonal relationships, and marriage in the same manner in which other issues of personal lifestyle, testimony, and integrity are considered. Circumstances that may be considered include: biblical justification; repentance/reconciliation; timing, including but not limited to whether an event occurred before or after a person's salvation; effect on the person's Christian testimony; and effect on the person's ability to fulfill the responsibilities of their LCA role, including as a role model and minister of the gospel in their relationships with LCA stakeholders. LCA reserves the right to review each matter for final determination as to employment or retention.

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