

**AMERICAN BAPTIST
POLICY STATEMENT ON EMPLOYMENT**

Inasmuch as American Baptists desire to reflect their basic Christian witness in all areas of their corporate life, it shall be the policy of American Baptist Churches USA to provide employment, compensation, benefits, training, promotion and all other conditions of employment without regard to race, color, religion (except in those cases where religion is a bona fide occupational qualification), gender, national origin, age, marital status or physical handicap, or any other characteristic protected by federal, state or local law. Where religion is a bona fide occupational qualification, there shall be no discrimination because of race, color, gender, national origin, age, marital status or physical handicap.

American Baptist Churches USA shall implement, and will encourage all other American Baptist entities to also implement, the principles of equal employment opportunity by:

- a. Finding additional sources of applicants who are or can become qualified for employment,
- b. Maintaining a current file of such applicants,
- c. Identifying training which will assist individuals toward fulfilling job qualifications,
- d. Developing programs for advancement in accordance with equal employment opportunity principles,
- e. Seeking individuals at all levels whose potential has not been fully utilized, to assist them in reaching their full potential,
- f. Paying all employees a "living Wage" at a minimum
- g. Maintaining adequate records of employment practices and procedures,
- h. Regularly reviewing these practices and procedures to ensure full compliance.

The General Secretary shall be responsible for interpreting this policy and developing a plan of implementation, and shall ensure that this policy is adequately communicated to all employees of ABCUSA, American Baptist entities and constituents, and appropriate search committees. The General Secretary shall submit a written report annually to the General Board on action taken with regard to this policy.

The General Board recommends the adoption of a similar policy by the Covenanting and Affiliating Organizations and related institutions at the earliest possible time.

Adopted by the General Board of the American Baptist Churches - November 1975
Modified by the General Board Executive Committee - March and September 1981
Modified by the General Board Executive Committee - March 1997
Modified by the General Board Executive Committee - March 2002
Modified by the General Board Executive Committee - September 2007
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