



IMMANUEL LUTHERAN  
CHURCH AND SCHOOL

## **Anti-Discrimination Policy**

Immanuel Lutheran Church and School are in agreement with the civil rights laws of this country. We, as a religious employer, are generally exempt from the provision of Title VII of the Civil Rights Act of 1964, which forbids discrimination in employment based on religion; therefore, we retain the right to give preference in the hiring of persons who are Christian, and/or members in good standing of LCMS congregations.

Beyond this religion exception, it is our employment practice under Title VII of the Civil Rights Act of 1964 and all other state and federal non-discrimination laws, not to discriminate in hiring, training, compensating, promoting or terminating employees because of an individual's race, color, gender (except where ministers of religion are required), national origin or ancestry, disability, age or veteran status. We encourage staff assistance in locating qualified individuals from minority groups for job openings at all levels.

Immigration Reform and Control Act of 1986 – Immanuel Lutheran Church, in compliance with federal immigration laws, will not knowingly hire or continue employment of any individual who does not have the legal right to work in the United States.

### **Individuals with Disabilities**

To the extent applicable in non-ministerial circumstances, Immanuel Lutheran Church and School complies with the Americans with Disabilities Act (the ADA) and the Americans with Disabilities Amendment Act (the ADAAA), providing for nondiscrimination in employment against qualified individuals with disabilities by striving to ensure that qualified individuals with disabilities are treated in a nondiscriminatory manner in the pre-employment process and that all qualified employees with disabilities are treated in a nondiscriminatory manner in terms, conditions and privileges of employment. ILCS also provides appropriate, reasonable accommodations for such individuals in accordance with these laws.

Qualified individuals with disabilities may make requests for reasonable accommodations to their direct supervisor, the Business Manager, or any member of the MLT. All information provided will be maintained in confidence on a "need to know" basis. Working with the individual, ILCS will determine the feasibility of the requested accommodation and will consider reasonable, effective alternatives, considering factors, including, but not limited to, the accommodation's impact on the operations of the organization, and the impact on the ability of other employees to perform their duties, as well as ILCS's ability to conduct its mission. However, ILCS is not required to make an accommodation that imposes an undue hardship on its business operation or if it is a direct threat to the health and safety of the individual or others.

Questions regarding any of the above should be directed to The Business Manager, The MLT, or your supervisor/manager.

*Uniting families in Christ to reach new generations for Christ.*

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636-327-4416

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636-639-9887



## **STATEMENT OF BELIEF**

In addition, ILCW is part of The Lutheran Church—Missouri Synod (LCMS) which is a mission-oriented and Bible-based denomination that confesses the historic, orthodox Christian faith in the Triune God, Father, Son, and Holy Spirit, a faith built on “the foundation of the apostles and prophets, Christ Jesus himself being the cornerstone” (Eph. 2:20). With the universal Christian Church, The Lutheran Church—Missouri Synod teaches and responds to the love of the Triune God, who created all that exists; became man to suffer, die, and rise again for the world’s redemption; and brings people to faith and new life through His Word and Sacraments. The three persons of the Trinity – Father, Son, and Holy Spirit – are coequal and coeternal, one God.

Therefore, we believe without reservation that the Scriptures of the Old and the New Testament are the written Word of God and the only rule and norm of faith and of practice. In addition, this congregation accepts without reservation the writings contained in the Book of Concord: (The Confessions of the Evangelical Lutheran Church) and agrees to conform all our teaching and practice to the Scriptures and the Confessions.

In order to conform to the Scriptures and the Confessions, we issue the following statements of belief.

### **Statement of Belief on Marriage, Gender, and Sexuality**

We believe God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen. 1:26-27). Rejection of one’s biological sex is a rejection of the image of God within that person.

We believe the term marriage has only one meaning: the uniting of one man and one woman in a single, exclusive union, as delineated in Scripture (Gen. 2:18-25). We believe that God intends sexual intimacy to occur only between a man and a woman who are married to each other (1 Cor. 6:18; 7:2-5; Heb. 13:4). We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between a man and a woman.

We believe any form of sexual immorality (including adultery, fornication, homosexual behavior, bisexual conduct, bestiality, incest, and use of pornography) is sinful and offensive to God (Matt. 15:18-20; 1 Cor. 6:9-10).

However, we also believe God offers redemption and restoration to all who confess and forsake their sin, seeking His mercy and forgiveness through Jesus Christ (Acts 3:19-21; Rom. 10:9-10; 1 Cor. 6:9-11).

We believe every person must be afforded compassion, love, kindness, respect, and dignity (Mark 12:28-31; Luke 6:31). Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines of ILCW.

### **Statement of Belief on the Sanctity of Human Life**

We also believe all human life is sacred and created by God in His image. Human life is of inestimable worth in all its dimensions, including pre-born babies, the aged, the physically and/or intellectually disabled, and every other stage or condition from conception through natural death. We are therefore called to defend, protect, and value all human life (Ps. 139).