



### **Hendrix College Religious Life Ethical Framework**

Religious Group Advisors, Directors and their staff both on and off campus, and recognized student religious groups are to function within The Ethical Framework for Religious Life at Hendrix College. Within each of these categories, their status on campus requires adherence to the specified conduct norms indicated throughout this document. Violations of these conduct norms places the person or group at risk of loss of recognition, loss of status as a registered student group, or being banned from campus.

The Framework has been endorsed by the Religious Life Council, The Student Life Committee, and the General Counsel. It stands in congruence with other College statements of mission, policy, and procedure. Departures from The Ethical Framework will initially be handled through discussion with the Hendrix College Chaplain and, if appropriate, other relevant College personnel. In the case of egregious or continuing violations by a religious leader or advisor, the person will be asked to cease his/her campus ministry/program at Hendrix. Before the termination stage is reached, the Hendrix College Conduct Council will make the determination. In the case of egregious or continuing violation by a student organization, recognition will be withdrawn, as determined by the Hendrix College Conduct Council.

### **PROVISIONS OF THE ETHICAL FRAMEWORK**

Maintaining commitment to faith and to the College when promoting their ministry/program religious group directors, advisors, and staff must clearly identify themselves and their particular affiliation. Those professionals or volunteers who gain affiliation with the Office of the Chaplain, whether as religious group directors or advisors, are encouraged to speak openly about their particular faith commitment under appropriate circumstances and to work actively to build their faith community on campus. The collegiality and professionalism of chaplains and religious group directors is compatible with their expressing doctrines, voicing personal opinions, and carrying on religious practice. It is understood that religious group directors, advisors and their staff represent specific religious traditions or faith communities and that their primary commitment is to serve the welfare of their own campus congregations but should be open to the entire community.

### **Following College Policies**

Religious group directors, advisors, and staff must ensure and oversee that their groups follow the Hendrix College Code of Student Conduct. Religious groups are expected to comply with all College policies, including but not limited to those which pertain to hazing, harassment, academic integrity, registration of student groups, use of campus facilities, solicitation, and conduct of students.

### **Promoting Religious Freedom**

A student must be able freely to participate in or to leave a religious group without being subject to harassment or procedures that compromise the student's autonomy. Religious group directors, staff, and their student groups will support religious freedom on campus, enabling students to explore and believe—or not—any particular teaching or idea. Hendrix College religious groups should strive for a campus climate that honors the individual autonomy of each person, encourages open exploration, stimulates intellectual as well as spiritual inquiry, and supports the College's motto of "unto the whole person."

### **Respecting Religious History and Ancestral Connection**

Religious group directors, staff, advisors, and student groups should support the College's goal of making every student feel as much at home as possible within the Hendrix College community, a goal which requires respect for the religious convictions and/or ancestral identification of each student. The College supports the presence of a wide range of religious groups, encouraging the formation of new groups to serve newly emerging religious/ethnic constituencies. Religious group directors, advisors, and their staff should inform themselves of the varieties of religious expression available on campus and within the Conway and Little Rock area, so as to help students learn about the religious setting of their heritage. Of course, students are free to explore religious options or embrace a religious tradition other than that in which they were raised, and religious group directors will generously facilitate their process of exploration.

### **Upholding Religious Diversity and Civil Discourse**

In public statements and activities, religious group directors, advisors, their students, and staff must avoid denigrating or de-legitimizing any religious group that has gained recognition at Hendrix College. Religious group directors, advisors, staff, and student groups should cultivate respect for, and understanding of, the range of world religions and non-religious thought. Such respect will be strengthened by open dialogue, debate, and discussion among two or more groups. Proselytizing by undermining another religious community is considered a violation of good practice, and even sincere conversation should not be sought through deprecating other groups. Religious group directors, advisors, and their students should share their faith with others in a manner that avoids harassing, demeaning, or disregarding the integrity and freedom of other persons in making their own decisions in matters of religious faith and identity. They should avoid language that foments hatred or prejudice, or which otherwise undermines the community of respect and trust which is essential to free academic discourse and to a democratic society.

### **Respecting the College's Academic Mission**

Religious group directors, advisors, and staff must not engage in any action that (a) seriously compromises a student's academic standing, (b) removes students from campus by pressure or force or without their full consent, (c) places undue financial pressure on students, or (d) exploits the sexual or other vulnerability of students.

Religious group directors, advisors, and their staff are expected to respect the goals and purposes of the College, avoiding programs or efforts that obstruct the achievement of those goals, especially with regard to students. They should responsibly support the College's pursuit of the educational goals which form its foundation.

The overall programming calendar pursued by a religious group director or advisor, or followed by their student group, should not be so demanding as to make it difficult for students who are committed members of the group to meet the academic obligations which constitute the primary purpose for college enrollment. While attending to potential conflict of interest with the College on this overall level, religious group directors and their staff are also encouraged to inquire as to the academic status of, and current demands on, individual students involved with their groups. Acknowledging students' relationships with their families, religious group directors, advisors, and their staff are encouraged to be sensitive to the relationship between students and their families, and to be as open as possible with concerned parents while respecting the confidentiality of communication and individual autonomy of students as adults. In cases of uncertainty or conflict, the group director will confer with the Hendrix College Chaplain.

### **Publicizing with Integrity**

In publicizing their group and its programs or offering items on campus, religious group directors, advisors, staff, and students must create and distribute only materials that clearly convey who they are, the focus of their group or program, and connections to any off-campus organizations. The name of the sponsoring group needs to be large enough to be easily read by anyone encountering the item—whether a flyer, poster, newspaper advertisement, banner, or free gift. The name "Office of the Hendrix College Chaplain" a college logo, or seal may not be used on publicity without the knowledge and consent of the Hendrix College Chaplain.

**Confidentiality**

Honoring confidentiality, religious group directors, advisors, and staff, whether clergy or lay, function as religious professionals and therefore must honor the confidentiality of students and others who they guide and counsel. Such confidentiality governs unless specifically waived or as covered under specific legal provisions. Likewise, student religious groups should be educated to maintain an atmosphere where the personal communication encouraged by a religious setting is respected as confidential.

**Dealing with Disagreements**

When religious group directors or advisors find themselves in disagreement with the College administration, or their fellow religious group directors or advisors, they should handle this disagreement as an internal matter. Should claims of conscience bring a religious group director or advisor to publicly disagreeing with established College policy or procedures, the religious group director or advisor should notify the Hendrix College Chaplain, preferably in advance of the situation. In cases of conflict among religious group directors or advisors, those involved will try to work with one another to achieve a resolution. If a solution is not reached at this level, those involved should seek counsel with the Hendrix College Chaplain, who may bring the matter to a meeting of the Religious Life Council and/or College Conduct Council.

**Religious Life Council**

The Religious Life Council (RLC) is the ‘umbrella’ body made up of elected officers and representatives from all religious student groups, denominations, or faith traditions. The group works together to promote tolerance, to plan educational opportunities, and to plan social activities. To be in good standing and remain in compliance with the ethical framework, a representative from the registered religious student group and outside religious organization must be an active member of the RLC, which includes, but not limited to attending meetings and assisting with programs sponsored by RLC.

Hendrix College  
Office of the Chaplain  
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501.450.1263

Organization: \_\_\_\_\_

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Signature of Organization Leader

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Printed Name of Organization Leader

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Date

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Email Address

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Cell Phone Number

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Hendrix College Chaplain