



Toronto Baptist Seminary and Bible College Statement of the Ethical Standards

As a Christian institution, the Toronto Baptist Seminary and Bible College (hereafter, “the Seminary”) commits itself to a Christian ethical standard of fairness and honesty that is consistent with the clear teaching and exemplification found in the Holy Bible. We believe the existence and operation of the Seminary are ultimately to glorify God with a sincere love first to God and then toward our neighbors and therefore seek to operate accordingly.

The Seminary is committed to the highest ethical and professional standards of conduct pertaining to the fairness and honesty of its business operations. It is vital to our individual and corporate relationships to maintain these ethical standards that help to cultivate a harmonious atmosphere in which quality Christian education and vibrant spiritual development can best occur so that the institutional mission will be fully fulfilled.

The Seminary is committed to providing equal employment opportunities for all qualified persons. This applies to all employment practices such as, but not limited to hiring, promotions, training, disciplinary action, termination, and benefits. With respect to admission, no qualified student shall be denied access to the teaching and training which the Seminary provides.

The Seminary is committed to providing a work environment that is free of discrimination, harassment, coercion, intimidation, and any other unbiblical conduct that may interfere with, obstruct or disrupt the freedom and activities of individuals or the Seminary.

The Seminary is committed to biblical integrity evidenced by honesty, forthrightness, and fairness in all of its operations and communications. We strive to keep the Seminary’s publications, including website information, catalogue, handbooks, and institutional communications that focus on development and student recruitment truthful, clear and accurate.

The Seminary is committed to keeping its business operations transparent and accountable with respect to the governing, financial, administrative, academic, and any other working levels. All the related business meetings including the minutes, policies, procedures, and financial statement are open to the public for overseeing and scrutiny. Seeking to create an atmosphere of open, rigorous, and critical inquiry, the Seminary holds its highest accountability to the omniscience of God.

The Seminary is committed to upholding the academic integrity believing that breaches of academic honesty and integrity are infringements of the mutual faith and trust which is essential to the academic enterprise. The Seminary strictly prohibits, but not limited to, the following



activities: cheating, plagiarism, fabrication, multiple submissions, misrepresentation of academic records, facilitating academic dishonesty, unfair advantage, and computer crimes.

The Seminary is committed to transacting business in compliance with all laws, regulations, and the Seminary policies. All the members of the community of the Seminary are expected to use good judgment and common sense to avoid acts that could violate sound business ethics or cause harm to the Seminary and/or fellow employees and students. The Board of Trustees affirms that all actions taken at the Seminary should reflect the holiness to which God has called us (Matthew 7:12; 1 Peter 1:13–16). Furthermore, the Board of the Seminary is committed to ethical governance and transparency. Trustees are required to act in the best interests of the Seminary and to avoid any actual or perceived conflicts of interest. All potential conflicts must be disclosed, and Trustees must recuse themselves from related decisions. This ensures accountability and protects the integrity of the Board's work on behalf of the Seminary community.

- ❖ [TBS Academic Integrity Policy](#)
- ❖ [TBS Academic Freedom Policy](#)
- ❖ [TBS Sexual Violence Policy](#)