

Appendix B

Sexual Misconduct Prevention Policy

It is the policy of Green Valley Presbyterian Church that all church members, church officers, employees, and volunteers, shall maintain the integrity of ministerial, employment, and professional relationship at all times. Sexual misconduct is a violation of the principles set forth in Scripture and is never permissible.

Scope of the Policy

Those covered by this policy include anyone serving as pastor, employee, officer, or volunteer.

Definitions

Sexual Misconduct includes:

- a. Sexual contact within a ministerial, employment, teaching, counseling, or advisory relationship;
- b. Rape, or sexual contact by force, threat, or intimidation;
- c. Sexual harassment as defined below;
- d. Child sexual abuse as defined below;
- e. Production or distribution of pornography as defined by actions or policy statement of the General Assembly, Presbyterian Church (USA);
- f. Any other type of physical sexual contact whether or not consented to or initiated by the other party involved.

Sexual Harassment includes unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when:

- a. Submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment or their continued status as a church volunteer;
- b. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting that individual; or
- c. Such conduct has the purpose or effect of unreasonably interfering with an individual's work (volunteer or compensated) performance by creating an intimidating, hostile or offensive working environment.
- d. Harassment may also include but is not limited to risqué jokes, innuendo, unacceptable visual contact, unwelcome casual touch, insults, unwelcome and inappropriate hugs and kisses, and suggestive pictures.

Child Sexual Abuse includes:

- a. ANY sexual contact or interaction between a child (under the age of eighteen) and an adult;
- b. Any use of a child for the sexual stimulation of an adult, a third party, or the child.

Further:

- c. Child sexual abuse may or may not involve touching.
- d. Child sexual abuse may also include but is not limited to risqué jokes, innuendo, unacceptable visual contact, unwelcome casual touch, unwelcome and inappropriate hugs and kisses, and sexually suggestive pictures.
- e. Sexual behavior between a child and an adult is ALWAYS considered forced.

Prevention: General

- a. *Mutual consent is **NOT POSSIBLE WHEN** one party is in a position of authority. Sexual misconduct is a misuse of authority and power that breaches the trust of leadership.*
- b. *Prior to any work in this church as an employee, officer or volunteer, working with children and youth of any kind and shall indicate their agreement with and intent to abide by this policy by signing below.*
- c. *This policy will be readily available to all members of the church and it will be explained in all New Member Classes.*
- d. *Every effort shall be made when scheduling a meeting with only two people on Church premises to ensure that there are others on the grounds. Someone else should know about the meeting and when it is expected to conclude. The door to the meeting room is to be open if there is not an uncovered window to that room.*
- e. *All precautions are to be taken so that members of the Body of Christ shall know that this church and its activities are places of safety.*
- f. *Maintenance of this policy and procedures is to be the responsibility of the Pastor/Head of Staff in coordination with Personnel Committee.*

Prevention: Children and Youth

- a. *All adults working with children and youth are required to submit to a background check (unless otherwise noted).*
- b. *Adults are to work in pairs when working with children and youth unless they are clearly in view of other adults. One adult must be fully compliant with the requirements of this policy. The second adult does not have to be fully compliant but must review the policy and commit, in writing, to abide by it. This second adult does not have to be a member of the church; does not have to submit to a background check, but must limit their work with minors to church grounds with a second adult who is fully compliant with this policy.*
- c. *Rooms are to have doors open if there are no uncovered windows.*
- d. *To be fully compliant with this policy an adult must:*
 - *Read and indicate agreement with this policy, in writing*
 - *Submit to a background check*
 - *Be a member for **at least six months** prior to working with children or youth of the church.*
- e. *Transportation is not to be provided by an adult alone with one child or youth. Exception requires prior (written) approval of a parent.*
- f. *Attendance at a Sexual Misconduct Prevention training program is required.*

Reporting

*Any person learning of an incident of sexual abuse or misconduct is to **IMMEDIATELY** report this to a **staff person**, pastor, if necessary to a members of this presbytery, **and secular authorities (e.g. police, Child Protective Services) as appropriate**. An investigation will be conducted, and further action will be taken in accordance with the rules of the Presbytery of Nevada, and the legal requirements of the State of Nevada.*

Acceptance

Every pastor, officer, employee, volunteers that works with children and youth, in this church shall indicate he/she read this sexual misconduct prevention policy and commits to abide by it by signing below. A signature is required only once. Records will be kept on file at the church.

I, _____(print)

Have read this Sexual Misconduct Prevention Policy, accept it and agree to abide by it. I hereby affirm that I have not resigned from or been terminated from a position for reasons relating to sexual abuse or misconduct as defined in this policy statement.

Signature: _____ Date: _____

(Adopted August 28, 2012
Reviewed October 27, 2015)