



The Anglican Diocese of the Great Lakes
3810 Ridgewood Road, Copley, OH 44321

**ANGLICAN DIOCESE OF GREAT LAKES
ABUSE PREVENTION POLICY**

The Anglican Diocese of the Great Lakes seeks to promote a productive and caring environment in which all members can reach their full spiritual and professional potential. The ADGL will not tolerate verbal or physical conduct by any staff member or other person that harasses, disrupts, or interferes with another or that creates an intimidating, offensive, or hostile environment. No form of harassment will be tolerated, including harassment because of a person's race, national origin, disability, pregnancy, age, or sex. Special attention should be paid to sexual harassment. No person, either male or female, should be subjected verbally or physically to unsolicited and unwelcome sexual overtures or conduct.

Behavior that amounts to sexual harassment shall result in disciplinary action, up to and including dismissal from employment or removal from clerical state. Staff members are prohibited from threatening or insinuating, either explicitly or implicitly, that a staff member's willingness or refusal to submit to sexual advances will affect the staff member's terms or conditions of service. Staff members are also prohibited from engaging in other sexually harassing or offensive conduct, including but not limited to:

- (1) Unwanted physical contact or conduct of any kind, including sexual flirtations, touching, advances, or propositions;
- (2) Verbal harassment of a sexual nature, such as lewd comments, sexual jokes or references, and offensive personal references;
- (3) Demeaning, insulting, intimidating, or sexually suggestive comments about an individual;
- (4) The display in the workplace of demeaning, insulting, intimidating, or sexually suggestive objects, pictures, or photographs;
- (5) Demeaning, insulting, intimidating, or sexually suggestive written, recorded, or electronically transmitted messages.

Any of the above conduct, or other offensive conduct, directed at individuals because of their race, sex, national origin, disability, pregnancy, or age is also prohibited.

Sexual harassment does not refer to occasional compliments of a socially acceptable nature. It refers to behavior that is not welcome, and that is personally offensive, and that debilitates morale.

Sexual harassment includes gender-based harassment of a person of the same sex as the harasser.

Any person member who experiences or witnesses harassment of any form in the workplace should report it immediately to the Bishop. If the Bishop is the alleged harassing party, the report of harassment is to be made to the President of the Standing Committee. Any supervisor or ministry leadership level staff member who witnesses sexual harassment or learns of an allegation of sexual harassment and does not report it to the Bishop (or if the Bishop is the alleged harasser, to the President of the Standing

Committee), is subject to disciplinary action, up to and including termination of service and removal from the clerical state.

All allegations of sexual harassment will be promptly investigated in as impartial and confidential manner as possible. A timely resolution of each complaint will be communicated to the parties involved.

The ADGL will not permit any retaliation against anyone who brings a bona fide complaint of sexual harassment or who provides true information as a witness in the investigation of a complaint of sexual harassment; however, an individual who makes a false complaint or provides false information to an investigator will be subject to disciplinary action, up to and including termination of service. Any staff member found to have violated this policy is subject to disciplinary action, up to and including termination or removal from the clerical state.

This Policy shall apply to all diocesan and congregational staff including clergy.