

## SEXUAL MISCONDUCT POLICY

It is the policy of The Employer to maintain a workplace free from any form of sexual misconduct, including sexual harassment, by any employees or by any non-employee work contacts. This policy is based on the Sexual Misconduct Policy adopted by the 203rd General Assembly (1991) and as that document may be subsequently amended. Guidelines and procedures for implementing the sexual misconduct policy should be adopted and implemented by each Employer.

Our General Assembly community depends on trust and civility. A willingness to recognize the dignity and worth of each person is essential to our mission. It is the responsibility of each person to respect the personal dignity of others. The Presbyterian Church (USA) expects members of the General Assembly community to demonstrate a basic generosity of spirit that precludes expressions of sexual misconduct.

The scope of this policy is not limited to the physical location of the work place and relationships with other staff at that location. It includes contacts anywhere in connection with carrying out Church responsibilities and relationships with employees, volunteers, and members of any Presbyterian Church (USA) bodies or entities.

Any form of sexual misconduct is unacceptable behavior within the work place and is subject to appropriate disciplinary action.

Allegations of sexual misconduct will be fully and fairly investigated and corrective or disciplinary action, which may include dismissal from employment, taken, as warranted. (See Procedures for Reporting Sexual Misconduct/Harassment)

Definition of Sexual Misconduct (See Sexual Misconduct Policy approved by 203rd General Assembly)

Sexual misconduct is the comprehensive term used in this policy to include:

a. Sexual Harassment Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
2. submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such an individual; or
3. such conduct has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile or offensive working environment based on the declared judgment of the affected individual.

b. Child Sexual Abuse This type of sexual misconduct includes, but is not limited to, any contact or interaction between a child and an adult when the child is being used for the sexual stimulation of the adult person or of a third person. The behavior may or may not involve touching. Sexual behavior between a child or an adult is always considered forced whether or not consented to by the child. The upper age limit for status as a child is that recognized by the state in which the act of child sexual abuse was committed.

c. Rape or Sexual Contact by force, threat or intimidation.

I, \_\_\_\_\_ affirm that:  
(please print)

I have read and understand the Sexual Misconduct Policy for staff members of General Assembly entities.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date