

SPRINGDALE PRESBYTERIAN CHURCH POLICY ON SEXUAL MISCONDUCT

It is the policy of Springdale Presbyterian Church of Louisville, Kentucky, that sexual misconduct by church professionals, employees, volunteers, or any other serving in the name of the church or on behalf of any church-related organization or entities, whether or not such conduct is on church premises, is not permitted. All leaders in the church have primary responsibility for maintaining appropriate boundaries in their relationships with fellow workers and with those whom they serve.

DEFINITIONS

“Sexual misconduct” is defined as:

1. Child sexual abuse which 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 and an adult is always considered forced whether or not consented to by the child. A child is anyone 17 years of age or younger.
2. Sexual harassment is 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 a term or a condition of an individual's employment or their continued status in an institution; b) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or c) 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.
3. Rape or sexual contact by force, threat, or intimidation.
4. Sexual conduct (such as offensive, obscene or suggestive language or behavior, unacceptable visual contact, unwelcome touching or fondling) that is injurious to the physical or emotional health of another.
5. Sexual Malfeasance is defined as sexual conduct within a ministerial or professional relation. Sexual conduct includes unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature. This definition is not meant to cover relationships between spouses, nor is it meant to restrict church professionals from having normal, mutual, social, intimate, or marital relationships.

PROCEDURE

If you believe that a violation of this policy on sexual misconduct has occurred, whether to you or to another person, you are strongly encouraged to contact the pastor(s), the Clerk of Session, or any elder currently serving on session. The Session of Springdale Presbyterian Church of Louisville, Kentucky, developed this policy at the encouragement of the Presbytery of Mid-Kentucky and will be bound in our procedure by the Book of Order. The Stated Clerk of the Presbytery of Mid-Kentucky (581-8300) is available for information on our church's official procedures for dealing with allegations of sexual misconduct.

Certification

I certify that a) no civil, criminal, ecclesiastical complaint has ever been sustained or is pending against me for sexual misconduct; b) I have never resigned or been terminated from a position for reasons related to sexual misconduct.

Signature

Date

If you are unable to make the above certification you may instead give in the space below a description of the complaint, termination, or the outcome of the situation and any explanatory comments you care to add.