

SAFEGUARDING GOD'S CHILDREN, YOUTH, and ADULTS

The Diocese of East Tennessee

The Right Reverend Brian Lee Cole, Bishop

It is the policy of the Diocese of East Tennessee that Sexual Misconduct, as defined herein, will not be tolerated. The Diocese will deal with Sexual Misconduct swiftly, confidentially, and decisively. This policy applies to all clergy, lay employees and volunteers serving the Diocese, any parish mission within the Diocese, or any other institution or organization of the Diocese or of any missions or parishes herein. It also applies, subject to canonical limitations, to aspirants, postulants or seminarians sponsored by or working in the Diocese. In the event charges of Sexual Misconduct against any person are substantiated, such a person will be subject to discipline. In the case of clergy, discipline will be administered according to the Canons of the Diocese of East Tennessee and the Episcopal Church. In the case of lay employees, such discipline may include termination of employment. Both lay employees and volunteers may be restricted or prohibited in further activities on church property or in any activity sponsored by any church organization. The intent of this policy is to assure that the Diocese's response to an allegation or instance of Sexual Misconduct will be just and compassionate for all involved. Sexual Misconduct means:

- Sexual abuse or sexual molestation of any person, including but not limited to, any sexual involvement or sexual contact with a person who is a minor or who is legally incompetent; or
- Sexual harassment in a situation where there is an employment, mentor or colleague relationship between the persons involved, including but not limited to, sexually oriented humor or language; questions or comments about sexual behavior or preference unrelated to employment qualification; undesired physical contact; inappropriate comments about clothing or physical appearance; or repeated requests for social engagements; or
- Sexual exploitation, including but not limited to, the development of or an attempt to develop a sexual relationship between a cleric, employee or volunteer and a person with whom he/she has a pastoral relationship, whether there is apparent consent from the individual.

For purposes of this policy, pastoral relationship means: A relationship between a cleric, employee or volunteer and any person to whom such cleric, employee or volunteer provides counseling, pastoral care, spiritual direction or spiritual guidance, or from whom such cleric, employee or volunteer has received a confession or confidential or privileged information.

The Vestry (or Board) of

(Parish, Worshipping Community or Institution)

adopted *The Diocese of East Tennessee Policies and Procedures Manual for Dealing with Sexual Misconduct* on _____, 20 ____ as the standard for this church.

Anyone wishing to report an incident of Sexual Misconduct, as defined on this page, should immediately contact:

(Clergy person/Executive in charge of parish or institution) (Telephone)

(Vestry/board designated contact person) (Telephone)

(Vestry/board designated contact person) (Telephone)

The Rev. Canon Michelle Warriner-Bolt (865-966-2110)