

SEXUAL MISCONDUCT POLICY

PURPOSE

PWRDF does not tolerate any form of sexual misconduct, including sexual harassment, sexual exploitation and sexual assault.

APPLICATION

This policy applies to any person who deals with members of the public and other third parties on behalf of PWRDF, whether the person does so as a director, member, employee, agent, or otherwise.

The Executive Director, or in extraordinary circumstances the Executive Committee of the Board of The Primate's World Relief and Development Fund is responsible for overseeing the administration of this Policy. If a diocese does not have a policy on Sexual Misconduct, this policy will apply.

POLICY

- No form of sexual misconduct will be condoned by PWRDF.
- PWRDF positions and personnel will be screened for risk in relation to vulnerable persons, following the PWRDF Procedure for Screening.
- Orientation of those to whom this policy applies will include a review of this policy and will be held at least once every three years and for new employees within six months of the start of employment.
- Any and every complaint of sexual misconduct will be dealt with promptly, seriously and systematically following the PWRDF procedure for Sexual Misconduct Complaint.

Any person who deals with members of the public or other third parties on behalf of PWRDF is required to agree in writing to this policy.

DEFINITIONS

Sexual Assault is a criminal offense and will be taken as interpreted by the Canadian Criminal Law.

For the purpose of this policy the definitions are as follows

Sexual Harassment is any behavior of a sexual nature that

- is unwanted or unwelcome or which ought reasonably be known to be unwanted or unwelcome
- may involve behavior that is unintentional as well as intentional
- is defined by its impact on others rather than the intent of the person engaged in the behavior
- may consist of a single incident or persistent and repeated behavior.
- may include telling or circulating offensive material (jokes, stories, cartoons)
- may include stereotyping of individuals or groups on the basis of gender or sexual orientation

Sexual Exploitation may consist of

- conduct that places or may reasonably be perceived as placing or attempting to place a condition of a sexual nature on employment, opportunities for training, promotion, or participation in any church activity
- an express or implied promise of reward for complying with sexually oriented suggestion
- a real or implied reprisal, denial of opportunity or threat of reprisal for refusal to comply with a sexually oriented suggestion
- taking advantage, or attempting to take advantage, of the vulnerability of a person under one's pastoral care or other guidance or leadership

Vulnerable Persons include all children who are less than 18 years of age, and/or persons who, because of their age, a disability or other circumstances, whether temporary or permanent are

- in a position of dependence on others; or
- otherwise at a greater risk than the general population of being harmed by persons in a position of authority or trust relative to them.

AMENDMENT

This policy and procedure may be amended by the PWRDF Board.

Approval Date: May 2014

Review Date: June 2017

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