

**SEXUAL MISCONDUCT POLICY  
OF  
GRACE PRESBYTERIAN CHURCH  
31143 Nicolas Road  
Temecula, CA 92591**

Adopted by Session: 05/16/2017

**Statement:**

Sexual misconduct is not only a violation of the principles set forth in Scripture, but also of the ministerial, pastoral, employment and professional relationship. It is never permissible or acceptable.

**Definition:**

Sexual misconduct includes any actions of sexual contact, outside of marriage, with or without consent, or as the result of a difference in power, authority or professional relationship. This includes either any advances, requests for sexual favors, or other verbal or physical contact of a sexual nature that affects an individual, or creates a hostile or offensive work environment.

**PC(USA) Policy:**

The current version of the document entitled “Presbyterian Church (U.S.A.) Sexual Misconduct Policy and its Procedures” , adopted by the 205<sup>th</sup> General Assembly (1993), is hereby incorporated by reference as the **basic guideline** for the policy of this church. It is intended as guidance for churches and if properly implemented can be used by church members, church officers, employees, and volunteers, as well as accusers of misconduct or those accused.

**Persons Covered:**

This policy covers members of Grace Presbyterian Church, employees, teachers, volunteers, consultants, contractors, officers and all ordained elders and deacons within the church. Sexual misconduct against a person under 18 is covered in the Child and Youth Protection Policy.

**Training:**

All ordained ministers, staff members responsible for children and youth programs, and the Clerk of Session shall participate in Presbytery sponsored sexual misconduct training as required by the Presbytery or every 3 years, whichever is more frequent. Elders responsible for youth and children’s programs are encouraged to attend at the beginning of their terms.

**Report Procdures:**

Any individual alleging sexual misconduct against any person covered by this policy must be afforded a reasonable opportunity to discuss the allegations with a non-biased person, without any concern that such discussion will cause unfavorable repercussion or embarrassment to the individual.

- Sexual misconduct shall be reported to the head of staff of Grace Church, or the Leader for Mission and Vision/Stated Clerk of the Presbytery of Riverside, or the Chair of the Presbytery Sexual Misconduct Response Team.
- Upon receipt of an allegation of sexual misconduct, the person receiving the allegation shall contact the Presbytery Leader for Mission & Vision/Stated Clerk for the purpose of arranging, for the prompt conduct, by two or more persons, of a confidential investigation of the allegations to determine whether misconduct has taken place and/or is presently taking place. This investigation shall precede, but not substitute for, any action which is governed by the *Book of Order* Rules of Discipline, Section D-10.000 et. seq.
- The individual making the allegations shall be provided a time schedule for the conduct of the confidential investigation, and the persons that will receive the report. In addition, the individual will be offered counseling or other assistance.

When requested, the individual shall be provided with such person(s) appropriate to provide the necessary counseling and assistance.

- The results of the investigation shall be reported to the highest level of authority necessary to take corrective action if the allegations are found to be correct. Such actions shall be taken to effectively stop such behavior where it does exist. Any person who is found to condone, participate in, or initiate such misconduct will be disciplined according to the *Book of Order* Rules of Discipline.
- No person will be disciplined or otherwise retaliated against for initiating a sexual misconduct allegation. However, repeated unfounded allegations may result in discipline as provided by the Constitution.