

Holston Presbytery Sexual Harassment/Misconduct Policy

Holston Presbytery strongly condemns discrimination based upon sex, including sexual harassment/misconduct. Such conduct is against the law and will not be tolerated in any form, by any person.

All sexually harassing and/or misconduct in the presbytery or in the fulfillment of the presbytery's ministry and mission, whether committed by employees or volunteers, in a supervisory or non-supervisory role, is prohibited. Such conduct includes:

- Making unwelcome sexual advances or request for sexual favors or other verbal or physical contact of a secular nature, a condition of an employee's obtaining employment, or their continuing said employment; or
- Making submission to or rejecting of such conduct the basis for employment decisions affecting the employee; or
- Creating an intimidating, hostile or offensive environment by such conduct. This prohibited conduct includes, but is not limited to, unwelcome sexual flirtations; advances or propositions; verbal abuse of a sexual nature; graphic verbal comments about an individual's body; sexually degrading words; and the display of sexually suggestive objects or pictures.

Persons who believe that they have been the subject of sexual harassment or sexual misconduct should report the alleged act immediately to their pastor, an elder, or presbytery staff. Presbytery staff members who believe that they have been the subjects of sexual harassment or sexual misconduct should report the alleged act immediately to their supervisor. If they do not feel comfortable talking to the individual supervisor, they may speak with the Moderator of the Presbytery's Administration and Planning Committee.

Any staff members who have been found by the Presbytery, after appropriate investigation, to have sexually harassed another employee, will be subject to appropriate sanctions, depending upon the circumstances, from a warning in his or her personnel file up to and including termination.

Sexual harassment/misconduct does not include relationships between spouses, nor is it meant to restrict church professionals from having normal, mutual, social, intimate, or marital relationships.