

Sexual Misconduct Policy

Emmanuel Evangelical Lutheran Church (ELC) is committed to maintaining an environment free of sexual misconduct. Sexual misconduct is a violation of an individual's bodily integrity and is never permissible in any form. It is the policy of ELC that sexual misconduct will not be tolerated. Any complaint of sexual misconduct will be dealt with appropriately as here set forth. This policy applies to pastors, lay employees, volunteers and congregation members. The intent of this policy is to foster appropriate responses to any allegation of sexual misconduct for all involved, such that all parties are heard. All staff, volunteers, and congregation members are mandated to report suspected sexual abuse of children and vulnerable adults to the proper authorities in accordance with federal and state laws and legal definition. ELC will comply with all legal mandates.

Prohibited unlawful sexual misconduct includes, but is not limited to, the following behavior:

- Conditioning another employee's job status—including continued employment, promotions, salary increases, or work assignments—on giving sexual favors;
- Unwelcome sexual advances, invitations, or comments between co-workers, volunteers, and/or members—such as requests for sexual favors, or other verbal, physical, or visual conduct of a sexual nature;
- Verbal conduct such as unwanted advances, explicit and/or sexual language, derogatory language;
- Physical conduct such as assault, unwanted touching, blocking normal movement or interfering with work;
- Visual conduct such as derogatory and/or sexually-oriented posters, photography, cartoons, drawings, screen savers or gestures, pornography; and
- Retaliation for having reported or threatened to report sexual misconduct

Any employee, lay employee, volunteer, or congregation member who is aware of or is subject to any instance of alleged sexual misconduct should report the incident to any Member of the Executive Committee, or when appropriate, the Dean of the Mission District.

Any report or complaint may include details of the incident, names of the individuals involved, names of any witnesses, and/or other details as appropriate. When alleged conduct may be unlawful, reports or complaints will be submitted to the local authorities. If it is determined that unlawful sexual misconduct has occurred, effective action will be taken in accordance with Pennsylvania law.

ELC will not retaliate against any employee, volunteer, or congregation member for filing a complaint and will not permit retaliation by management, any employee, co-worker, volunteer, or member.

All parties involved in the sexual misconduct investigation and any of their family members shall indemnify and hold harmless ELC, its governing church council members, employees, members, and volunteers against all damages, losses, costs, and expenses (including, but not limited to, reasonable legal fees) in connection with any claims, demands, suits or proceedings made or brought against ELC, its governing church council members, employees, members and volunteers arising out of or connected with the sexual misconduct investigation.