

If you think that you may have been sexually harassed

... there is a range of options open to you:

- See one of the Church's sexual harassment Contact People. She or he may assist by helping you deal with such situations in the future, by acting as an intermediary, by way of mediation, or simply by giving advice. You may be assisted to lodge a formal complaint which is dealt with by the official channels of the Church.

The Contact Person may be able to refer you to specialist people who will be sympathetic to your situation and who have skills to help in particular ways.

- You may seek the assistance of the NSW Anti-Discrimination Board (or Federal Human Rights and Equal Opportunity Commission), or seek independent legal advice, or go to the Police.

Contacting one of the Church's Contact People does not stop you from following other directions as well.

It is important to remember that all allegations of sexual harassment are serious, and if made inappropriately may lead to legal action. The Church's procedures are designed to minimise such risks.

For urgent counselling on sexual assault, check the local Area Health or Hospital Service's — Sexual Assault Service — section in the local phone book.

Contact People:

Names and telephone numbers of the Diocesan Contact People for allegations of Sexual harassment etc. are set out in the accompanying pamphlet entitled "Diocesan Contact People". You are free to choose any one of those Contacts.

Address:

For additional pamphlets or written enquiries of a general nature regarding sexual harassment, please write to:

The Chairperson,
Diocesan Committee Monitoring
allegations of Sexual Harassment,
Misconduct or Abuse,
Bishop's Registry,
250 Darby Street,
(PO Box 817),
NEWCASTLE NSW 2300.

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The Church's response to Sexual Misconduct, Harassment and Abuse

by Church
personnel



Sexual Harassment is a general term covering unwelcome sexual behaviour such as . . .

- a demand for sexual activity
- unwelcome physical contact
- unwelcome sexual jokes
- comments about a person's sexual behaviour
- the display of offensive images, or
- the use of offensive language.

The term 'sexual harassment' used in this leaflet also covers sexual abuse and misconduct.

Sexual harassment is most serious when the harasser is in a position of power over the harassed.

If may be natural for one person to touch another in situations such as grief, trouble or joy. However, this should not be taken for granted.

The Church believes that . . .

- All people have been made in the image of God.
- Sexuality is inherently good, and
- blessed by God. It is to be an expression of love and commitment, and it is not to be corrupted or abused.

All people are to respect the dignity of others, regardless of gender, religion, race or age.

The Church is committed to:

- Creating an environment where sexual harassment does not occur.
- Recognising sexual harassment where it happens, and dealing with it.
- Allowing legal processes to operate where appropriate, especially in the case of sexual abuse.

The Church recognises that an experience of justice may be necessary before forgiveness can occur, and that nobody has the right to demand that one person forgive another. Sometimes the damage has been too great for harmonious relations to be restored.

Policy

The Anglican Diocese of Newcastle has developed a policy which

- Defines ethical standards for its leaders.
- Outlines procedures for dealing with sexual harassment, showing the principles upon which they are based.
- States that sexual relationships are never acceptable in a pastoral context.

Copies of the policy, 'Principles and Procedures for Dealing with Accusations of Sexual Harassment by Ministers in the Diocese of Newcastle' can be obtained from:-

The Bishop's Registry,
250 Darby Street,
(PO Box 817),
Newcastle NSW 2300

Telephone: (049) 26-3733

All church officers are reminded that every reported allegation of sexual harassment, misconduct or abuse is to be referred to one of the diocesan Contact People.