

ST. JAMES LUTHERAN CHURCH  
GETTYSBURG, PENNSYLVANIA

Number 2.95.10  
Subject Sexual Misconduct/  
Harassment  
Effective Date 6/20/07  
Committee Personnel

### Personnel Administration

The Lutheran church affirms that all persons are created by God in the divine image and that human sexuality is a gift of God. It is a mark of sin that many kinds of sexual misconduct and harassment occur throughout our society and even within the church. This kind of behavior betrays God's intention for creation as it inflicts suffering on the victims and tears apart the whole community of the people of God. Sexual misconduct and harassment will not be tolerated. In response to God's call for justice and peace in all the world, it is incumbent upon communities of faith to work to make churches safe places for all persons and to eliminate sexual abuses. Employees of the church are expected to use discretion and wise practice in the conduct of ministry, so that occasions for sexual inappropriateness do not arise or suspicions are not warranted.

1. It is the policy of this St. James Lutheran Church to provide a safe place for children, congregants and staff and to promote a healthy and productive working environment for all.
2. No form of sexual misconduct or sexual harassment is to be tolerated, including:
  - Unwanted or inappropriate physical contact
  - Sexual flirtations
  - Sexual jokes or comments
  - The display in the workplace of sexually suggestive objects or photographs
  - Sexually suggestive or demeaning written, recorded, or electronic messages
3. Sexual misconduct or harassment should be reported immediately to the senior pastor and the chair of the personnel committee. If the alleged conduct involves a rostered person, it will be reported to the bishop of the synod where the person is rostered. All allegations of sexual harassment and misconduct will be investigated impartially and confidentially. To the extent possible, the employee's confidentiality and that of any witnesses and the alleged harasser will be protected against unnecessary disclosure. Employees are required to cooperate with this process. No action will be taken against a person who, in good faith, complains of sexual harassment or misconduct.
4. Any employee who, in the course of the action, is found to have violated this policy will be subject to consequences up to and including termination.