

**SEXUAL ETHICS POLICY FOR LAY EMPLOYEES AND VOLUNTEERS
OF THE KANSAS EAST CONFERENCE
OF THE UNITED METHODIST CHURCH**

As approved by the Kansas East Annual Conference, June 2000 and amended by the Leadership Team, September 2007

Statement of Policy

Lay Employees and Volunteers of the Kansas East Conference shall not engage in sexual abuse, sexual harassment, or sexual misconduct.

Theological Foundation

All persons are created by God. God intends all persons to have worth and dignity in their relationships. We are one connected body, and when one part of the body is injured physically, emotionally or spiritually, the entire body is rendered less than God intended. Misconduct of a sexual nature of any kind violates a person's wholeness and is an unjust use of status and power and a sinful behavior against God and one another. The Scripture witnesses to a God who brings about justice, mercy and grace. The Church is called to express God's love in concrete actions of compassion and healing for all people.

Definitions

1. Sexual Abuse: Sexual abuse means unwanted physical conduct of a sexual nature, sexual contact or sexualized behavior and may include, by example, touching, fondling, other physical contact and sexual relations.

2. Sexual Harassment: Sexual harassment is "any unwanted sexual advance or demand, verbal or physical that is reasonably perceived by the recipient as demeaning, intimidating or coercive. Sexual harassment must be understood as an exploitation of a power relationship rather than as an exclusively sexual issue" (2008 Book of Discipline, paragraph 161). Sexual harassment includes, but is not limited to, the creation of a hostile or abusive working environment resulting from discrimination on the basis of gender.

3. Sexual Misconduct: Sexual misconduct means a chargeable offense within the meaning of The *Book of Discipline*.

Implementation

Lay Employees and Volunteers of the Annual Conference shall be provided a copy of this policy and shall receive training information to assist in the understanding and implementation of this policy.

Making a Complaint

Persons who have knowledge of a possible violation of this policy by a Lay Employee or Volunteer may report the same to a clergy person, any District Superintendent or the Bishop. Upon any complaint, the Conference will investigate, consider any response, and take action to seek justice.