

What is sexual misconduct?

- **Sexual harassment** is any unwanted sexual comment, advance or demand either 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 an exclusively sexual issue.
- **Sexual exploitation** is taking advantage of the vulnerability of an adult where there is a position of power and authority, including a pastoral relationship. It includes any form of sexual contact or invitation to sexual contact with an adult by a professional, a member of the clergy or anyone in a position of power, whether or not there is consent.
- **Sexual assault** is a criminal offense. It is any intentional use of force or threat of use of force to perform a sex act against another person against their consent.

Sexual misconduct towards an adult, adolescent or child, by any member of clergy, diocesan or parish employee, or volunteer will not be tolerated in the Diocese of Toronto.

The Diocesan Sexual Misconduct Policy

The policy applies to every bishop, priest, deacon or lay person under the jurisdiction of the Bishop of the Diocese of Toronto.

Adherence to the policy is mandatory. All clergy, employed staff members and volunteers of the diocese, its parishes and agencies, are expected to be familiar with the policy, consent to it and abide by it.

All cases of suspected child abuse or a child at risk must be reported to a Children's Aid Society. There is a legal obligation on everyone to report child abuse.

Exploitation of trust through sexual activity, harassment, touching for sexual purposes, or the suggestion or depiction of any such activity, will not be tolerated.

Copies of The Sexual Misconduct Policy are available on the Diocesan web site (www.toronto.anglican.ca), or from your parish.

This brochure has been prepared for you by the Diocesan Response Team.

What should I do if I think I have been subjected to sexual harassment or exploitation?

If you think you have been sexually harassed or exploited, you can call the Canon Pastor, the Rev. John Anderson, who will answer questions. The Canon Pastor is responsible for the implementation of the Sexual Misconduct Policy, supported by the Diocesan Response Team.

The confidential Line for the Canon Pastor is 416-807-2494

Who do I call for help or information?

If you have questions about the Diocesan Policy on Sexual Misconduct, or want to obtain a copy of it, call

**The confidential line of
The Canon Pastor
The Rev. John Anderson
Tel. 416-807-2494**

If the concern is about child abuse, call:

Your local Children's Aid Society:

If you think you or someone you know has been a victim of sexual assault call your local police.



Diocese of Toronto
Anglican Church of Canada

The church is the place where we come to worship God as revealed in Jesus Christ and to learn how to follow Him in reaching out in loving compassion to people around us. We come together in our parish communities to learn, to grow and to become more fully what God intends us to be. Our churches must be places where all people can find comfort, healing, challenge and love as revealed in Christ.

We are committed to work together, as Christ's disciples, to ensure we are equipped to respond to this high calling.

As members of a Christian community, we have an obligation to look after the welfare of all our members and visitors. We have a special duty to those who are vulnerable through age, infirmity or particular circumstances of dependency.

Sexual misconduct, in any of its forms, is a betrayal of that sacred trust. It affects not only those who have been subjected to the misconduct but the whole community. In the Diocese of Toronto, we take the obligation to create and maintain safe space as a high priority and will not tolerate such behaviour.

This brochure explains what we understand sexual misconduct to be, what to do if you have a complaint, and who you can contact for assistance or information.

*The Most Reverend Colin Johnson
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