

# COVENANT FOR SEXUAL RESPONSIBILITY



For the purposes of this covenant, I, the undersigned, understand that the 70<sup>th</sup> General Convention of the Episcopal Church and the Diocese of Northern California define sexual misconduct in the following ways with the noted addition:

- Abuse: Sexual involvement, activity\*, or contact by a cleric or other church worker or volunteer with a person who is a minor or who is legally incompetent.
- Harassment: Sexually oriented humor or language, questions, or comments about sexual behavior or preference, unwelcome or undesired physical contact, inappropriate comments about clothing or physical appearance, or repeated requests for social engagements, in a situation where there is an employment, mentor, or colleague relationship between the persons involved.
- Exploitation: A betrayal of trust in a pastoral relationship by the development, or the attempted development, of a sexual or romantic relationship between the cleric or other church worker and a person with whom he/she has a pastoral and fiduciary relationship, whether or not there is apparent consent from the individual.

*(\*The word "activity" has been added by the Diocese of Northern California.)*

I agree to abstain from any behavior that constitutes sexual abuse, sexual exploitation, sexual coercion or sexual harassment of children or adults while I minister in any institution related to the Diocese of Northern California, whether I work as a paid employee or volunteer.

I understand that if I engage in such behavior I will be subject to a disciplinary process that may include termination of employment, ecclesiastical discipline and/or criminal charges.

I acknowledge that I have received the Diocese of Northern California policy handbook, understand it and agree to abide by it.

Signature \_\_\_\_\_

Print full name \_\_\_\_\_

Witness Signature \_\_\_\_\_

Witness print or type full name \_\_\_\_\_

Date \_\_\_\_\_