

Archbishop's Comments

The church strives to be a place of welcome, respect, and safety for all people. No one entering our community should ever have cause to fear for their well-being or the betrayal of their trust.



If you have had such an experience, it undermines the very reason for our existence.

There was a time when misconduct and mistreatment were overlooked or ignored by the church. That time is no more. For our own integrity, as well as for yours, we will address and confront any abuse of religious authority that exploits or violates any vulnerable person.

It takes great courage to come forward with such a story. I hope you will consider carefully what you read here, and take the steps necessary for your own healing, and for ours.

The Most Reverend Melissa Skelton
Archbishop Diocese of New Westminster



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Download the Sexual Misconduct Policy from our website under 'Resources', 'HR / Screening'



Overview of the Sexual Misconduct Policy



What is Sexual Misconduct?



Sexual Misconduct Policy & Definitions:

- Sexual harassment is defined in the Human Rights Code of BC. It is engaging in a course of vexatious comment or conduct/behavior that is known, or ought reasonably to be known, to be unwelcome. Sexual harassment is behavior that has the effect of undermining, humiliating or demeaning an individual on the basis of gender or sexual orientation.
- Sexual exploitation is any form of sexual contact or invitation to sexual contact, with an adult by a professional person, cleric or anyone in a position of authority, trust or power over that adult whether or not there is consent from the individual. It refers to the act of taking advantage of the vulnerability of an adult, with whom there is a fiduciary responsibility or pastoral relationship, for one's own pleasure or gain.
- Sexual assault is any intentional use of force or threat of use of force and involving some form of sexual activity, against another person without his or her consent. It includes sexual offences against children. It is an activity that may be criminal in nature as defined as the abuse of a child or youth under 19 year of age either under BC Child and Family Services Act or the Criminal Code of Canada.

There is a legal obligation on everyone to report child abuse: If a child is in immediate danger, call 911. If you think a child or youth under 19 years of age is being abused or neglected you have the legal duty to report your concern to a child welfare worker on this 24hr helpline: 1 800 663-9122



Sexual Misconduct Policy



- This Policy applies to every bishop, priest, deacon, or lay person under the jurisdiction of the Bishop of the Diocese. **Sexual Misconduct Policy, Principle #2.**
- Adherence to the Policy is required. Clergy, employed staff, volunteers of the Diocese of New Westminster and its parishes and agencies, are expected to be familiar with the Policy, agree to it in writing and abide by it. **Sexual Misconduct Policy, Prevention.**
- Professional counselor/client relationships are to be respected and maintained by all clergy and other professionals in the service of the Diocese or parish in every pastoral or counseling situation. Exploitation of this trust through sexual activity, touching for sexual purposes, or the suggestion or depiction of any such activity, will not be tolerated. **Sexual Misconduct Policy, Principle #6.**



The Sexual Misconduct Policy is posted on our website at:

www.vancouver.anglican.ca

Under Resources > Screening in Faith

What to do next



If you think you have been sexually harassed or exploited, you can contact either the Ven. Douglas Fenton or the Rev. Sharon Salomons who will respond to your questions. The Ven. Douglas Fenton is Executive Archdeacon, a staff member of the Archbishop's Office, and is responsible for the implementation of the Sexual Misconduct Policy. The Rev. Sharon Salomons is a member of the Diocesan Resource Team who is also to receive written formal complaints as outlined in the Sexual Misconduct Policy

The Ven. Douglas Fenton
604-684-6306 ext. 216
dfenton@vancouver.anglican.ca

The Rev. Sharon Salomons
604-263-9212
ssalomons@vancouver.anglican.ca

Important Phone Numbers



Concerns about child abuse (Under 19)

BC Ministry of Children and Family Development:
1-800-663-9122

Struggling with Mental Health?

Crisis Line BC is a 24 Helpline for Mental Health:
310-6789 (BC Wide)

Concerns about Elder Abuse?

For Elders who are in distress or advice:
604-872-1234

Having suicidal thoughts?

Don't struggle alone, call the 24 hour toll free number available in 140 languages:
1-800-784-2433