

## Safe Church Policies Explanation

This explanation is not meant to summarize each policy but rather point out each policy's unique purpose and distinction and help the reader better understand where to start an investigation, and see how the policies, though separate, all work together.

The Anglican Diocese of Calgary, upon the approval of Council on Nov 17 2020, has adopted a Safe Church Policy which, when applied, will equip us to do all that is reasonable to uphold our covenant of love with God and one another. It is the responsibility of the Incumbent and Church Wardens to be familiar with each policy, and to ensure its implementation. We have done all we can to make this accessible and will be here to support in any way we are able. This policy is separated into 3 sub-policies for specific circumstances and procedures.

### **Safe Church Policies and Guidelines**

In this section you will find the theological foundation for the policies, definitions, the response procedures and the process for congregational healing, trauma and debriefing follow-up procedures. It also includes all the reporting and investigation forms for sexual abuse allegations which are ONLY to be administered by the Bishop or his/her designate. This policy contains the guiding principles for all the other policies.

### **Harassment Policy**

This policy deals with all forms of harassment that are NOT of a sexual nature. This includes bullying, economic, emotional, and physical misconduct and physiological and personal harassment. The harassment policy states that the Church Wardens and/or safe church coordinator are responsible for providing guidance and support to all employees and volunteers of the parish in interpreting and understanding the policy. It contains all the required complaint forms and procedures. Please note that if at any point in a sexual harassment investigative process it is determined that it is a sexual misconduct situation, the process is to be stopped and the process described for investigations of sexual misconduct will be instituted.

### **Sexual Misconduct Policy**

This policy deals with all complaints and accusations that are of a sexual nature. Reporting and investigation forms can be found in the Safe Church Policies and Guidelines and are to be administered by Bishop or Bishop's delegate only. It is the obligation of the church wardens and the Incumbent to ensure that congregations are free from sexual misconduct by implementing this policy.

## **Sexual Abuse Policy (also includes past abuse)**

The protocol in this policy is designed to apply to instances whereby a Priest or other licensed person of the Diocese of Calgary or an employee or volunteer of the Diocese or of any Parish within the Diocese has been:

- a) informed of an act of sexual abuse where the perpetrator is in a professional, fiduciary or pastoral relationship with the victim
- b) accused of such and act.