

# Sexual Misconduct Policy

## Lehigh Presbytery

As members of the Presbyterian Church (USA) in obedience to Jesus Christ, under the authority of Scripture and guided by our confessions, we accept Christ's call to be responsibly involved in the ministry of the church, confirm that Jesus Christ is the pattern for ministry in our lives and, relying on God's grace, set forth these standards of sexual conduct.

### I. Introduction

This policy is intended to apply to those persons for whom Lehigh Presbytery has oversight: Ministers of Word and Sacrament and Commissioned Lay Pastors holding membership in or engaged in work within the bounds of Lehigh Presbytery, Inquirers and Candidates under the care of Lehigh Presbytery, Presbytery staff, members of Presbytery committees, and Presbytery volunteers.

Our sexuality is a gift from God and when rightly expressed leads to the wholeness of life which God intends for all people. Those who serve through the offices of the Church bear particular responsibility, through example, for demonstrating the goodness of God's gift of sexuality.

Scripture states:

By grace you have been saved through faith, ....  
For we are ... created in Christ Jesus for good works, ....

... as he who called you is holy,  
be holy yourselves in all your conduct; ....

... tend the flock of God that is in your charge, ...  
not under compulsion but willingly, ...  
not for sordid gain but eagerly.

Do not lord it over those in your charge,  
but be examples to the flock.

... you know that we who teach  
shall be judged with greater strictness.

Ephesians 2:8,10; I Peter 1:15; 5:2,3; James 3:1 (NRSV)

This is further expressed in *The Book of Confessions: Confession of 1967*, 9.47, the *Book of Order: W-4.9001, G-6.0106a and b* and the *Standards of Ethical Conduct: II.2 and II.5* as approved by the 210th General Assembly (1998) PC(USA).

The Lehigh Presbytery affirms that all people are created by God. God values all human life and intends that everyone--children, women, and men--have worth and dignity. In all relationships, the Lehigh Presbytery proclaims that sexual misconduct in any form is never permissible.

### II. Statement of Purpose

The purposes of this policy are:

1. to make clear the position of Lehigh Presbytery on sexual misconduct.
2. to establish the procedures to be followed in investigating and resolving instances where an offense of sexual misconduct is alleged.
3. to aid in the prevention of sexual misconduct within Lehigh Presbytery.
4. to seek justice by assuring effectiveness of the church's administrative, investigative and judicial process in determining truth, protecting the innocent, and dealing appropriately with those who are found guilty of sexual misconduct.
5. to promote the healing of persons and congregations where sexual misconduct has been alleged.

These purposes are established because sexual misconduct is not only a violation of the principles set forth in Scripture, but also of the ministerial vocation, professional relationship and ecclesiastical responsibility and is **NEVER** permissible. While the Church is called to offer forgiveness to all persons, it is not called to overlook acts of misconduct by any person. Justice calls for assigning responsibility and corrective action. The goal should always be to restore fellowship with God and communion with the Church, even when

49 forgiveness and reconciliation cannot be extended to include resumption of ordained ministry or restoration  
50 to a former position or responsibilities.

51 **III. Principles of Ethical Conduct**

52 A. An act of sexual misconduct is a violation of the ordination vows of clergy, elders, and deacons and a  
53 violation of the trust placed in lay persons who are appointed by the Presbytery for the work of  
54 ministry. In such ministry, leaders are called upon to exercise integrity, sensitivity, and caring in a  
55 trust relationship devoted to the best interests of those to whom they minister.

56 B. Sexual misconduct is a misuse of authority and power which breaches Christian ethical principles by  
57 violating a trust relationship to gain advantage of another for personal pleasure or power in an  
58 abusive, exploitative, and/or unjust manner. Such conduct cannot be justified by a claim of mutual  
59 consent. Even if the one being ministered to initiates or invites a sexual relationship, it is the clergy  
60 person's or lay leader's responsibility to maintain the appropriate role and prohibit a sexual  
61 relationship.

62 C. Sexual misconduct takes advantage of the vulnerability of children and of persons who are less  
63 powerful to act for their own welfare. It is antithetical to the gospel call to work as God's servant in  
64 the struggle to bring wholeness to a broken world. It violates the mandate to protect the vulnerable  
65 from harm.

66 D. Lehigh Presbytery affirms and holds to the *Standards of Ethical Conduct* approved by the  
67 210<sup>th</sup> General Assembly (1998) of the Presbyterian Church (U.S.A.) (available at the Lehigh  
68 Presbytery Mission Center)

69 **IV. Definitions**

70 ACCUSED The person against whom an alleged offense of sexual misconduct is made.

71 ACCUSER The person reporting an alleged offense of sexual misconduct. The accuser may or may not  
72 be the alleged victim.

73 ADVOCATE The person(s) who provides ongoing support and accompaniment to the accuser or the  
74 accused throughout the inquiry process and any subsequent proceedings.

75 CHURCH When spelled with the initial letter capitalized, refers to the Presbyterian Church (U.S.A.).  
76 Church, when spelled with the initial letter in lower case, refers to local churches. The word  
77 congregation is used loosely for members and participants.

78 COVERED This policy includes all Ministers of Word and Sacrament and Commissioned Lay Pastors  
79 PERSONS holding membership in or engaged in work within the bounds of Lehigh Presbytery, Inquirers  
80 and Candidates under the care of Lehigh Presbytery, Presbytery Staff, Members of  
81 Presbytery Committees, and Presbytery Volunteers.  
82 *[Presbytery encourages individual churches to develop and implement a similar policy.]*

83 EMPLOYEE The comprehensive term used to cover individuals who are hired or called to work for the  
84 Church, a governing body, a local member church or other institutions or entities formally  
85 related to the Church or one of its constituent bodies, for salary or wages.

86 SEXUAL Any offense (i.e. contact or interaction) involving sexual conduct in relation to (1) any  
87 ABUSE person under the age of eighteen years or anyone over the age of eighteen years without  
88 mental capacity to consent; or (2) any person when the conduct includes force, threat,  
89 coercion, intimidation, or misuse of office or position. (*Book of Order*, D- 10.0401b)

90 SEXUAL Unwelcome sexual advances, requests for sexual favors, and other verbal or physical  
91 conduct

92 HARASS- of a sexual nature when submission to such conduct is explicitly or implicitly a term or  
93 MENT condition of employment or volunteer service; when submission to or rejection of such  
94 conduct by an individual is threatened or used as the basis for employment decisions  
95 affecting such individual; or when such conduct, when repeated after a request to cease,  
96 unreasonably interferes with work performance or volunteer service by creating an  
97 intimidating, hostile, or offensive environment. It may include, in third party situations, an

98		individual being offended by the sexual interaction, conduct, or communications between
99		others. Sexual harassment may include, but is not strictly limited to explicit sexual
100		propositions; subtle pressure for sexual activity; sexual innuendo; sexually oriented verbal
101		teasing or abuse; sexually oriented jokes,
102		obscene gestures, language, suggestive pictures, or drawings; physical contact, such as
103		patting, pinching, touching, or constant brushing against another's body. It does not refer to
104		occasional compliments.
105	SEXUAL	Inappropriate verbal or physical sexual conduct toward those under one's supervision or
106	IMPRO-	for whose spiritual and physical welfare one is responsible by reason of one's position
107	PRIETY	in the Church. This term includes, but is not limited to, abuse of a position of trust and
108		exploitation or manipulation of persons who are emotionally, psychologically, physically or
109		spiritually vulnerable.
110	SEXUAL	A comprehensive term used to include sexual abuse, sexual harassment and
111	MIS-	sexual impropriety.
112	CONDUCT	
113	VICTIM	The person against whom sexual misconduct was directed.
114	VOLUNTEER	Volunteers include persons elected or appointed to serve on boards, committees,
115		and other groups, as well as Christian educators and Sunday School teachers.

## V. Implementation

- 117 A. Oversight
- 118 The Stated Clerk shall be responsible for the oversight of the implementation of this policy including
- 119 the reporting of needed changes to the Presbytery.
- 120 B. Distribution of policy
- 121 A copy of this policy shall be distributed by the Stated Clerk to all Covered Persons who shall then
- 122 complete and return to the Stated Clerk Attachment A. In addition a copy of the policy will be sent to
- 123 churches of the Presbytery, and any person who requests a copy. The notice attached to this policy
- 124 as Attachment E shall be posted in the Lehigh Presbytery Mission Center. The Stated Clerk shall
- 125 distribute Attachment E annually to the churches and encourage them to post it in order that church
- 126 members, employees and volunteers may know of the existence and availability of this policy. This
- 127 policy shall be made available to all persons who accuse others of misconduct as well as those
- 128 accused of misconduct.
- 129 Compliance and Church Responsibility
- 130 C. Education
- 131 The Presbytery shall provide access to annual educational programs to inform and to promote the
- 132 prevention of sexual misconduct. All Covered Persons shall be required to attend such programs
- 133 every four years, and at a minimum must review this policy annually and attest in writing that the
- 134 policy has been reviewed. Attendance and compliance records will be kept by the Stated Clerk.
- 135 D. Compliance
- 136 Each individual church within Lehigh Presbytery must adhere to and follow the established procedure
- 137 established in this policy for all paid staff and volunteers.
- 138 E. Liability and Insurance --
- 139 The Presbytery has obtained and its congregations are advised to obtain liability insurance covering
- 140 sexual misconduct on the part of a minister, employee, volunteer or other person acting on its behalf.
- 141 Insurance against sexual misconduct should include coverage for mental anguish on the part of the
- 142 victim. The Presbytery and congregations should annually review with their liability insurers their
- 143 programs, activities, and individuals who may be considered to hold high-risk positions.
- 144 Ministers of Word and Sacrament should not assume or rely upon the church's sexual misconduct

145 insurance for coverage if sued on allegations of misconduct.

146 **VI. Call Practices for Ministers of Word and Sacrament**

147 A. Pre-Employment Screening

148 Pre-employment screening shall include direct questions by the Committee on Ministry related to any  
149 history of sexual misconduct. (See Attachment B). Persons seeking ministerial calls or validated  
150 special ministries shall furnish to the Committee on Ministry the information requested in the Sexual  
151 Misconduct Self-Certification section of Personal Information Form (PIF) adopted by the General  
152 Assembly (Attachment C).

153 B. References

154 The Committee on Ministry shall ensure that references for all individuals who are seeking a call to a  
155 congregation, a validated ministry, or a transfer into the Presbytery have been contacted. A written  
156 record of conversations/correspondence between the Teaching Presbyter and/or the Chair of the  
157 Committee on Ministry with references concerning sexual misconduct shall be kept in the file for that  
158 person. In the event that checking of references discovers allegations of misconduct of any nature  
159 on the part of the applicant, the applicant shall be informed of such allegations and shall be given an  
160 opportunity to respond to information obtained from references prior to a final decision being made  
161 on the application.

162 Prior to a decision by a congregation to approve a call, the candidate must submit original  
163 documents showing the results of police and child welfare records screenings to the Committee on  
164 Ministry. These screenings shall be at the expense of the candidate.

165 C. Background checks

166 Ministers of the Word and Sacrament shall be subject to a background screening in addition to the  
167 provision of references. The screening shall include a background check on a national level  
168 including at least five (5) years of history.

169 D. Record Keeping --

170 Documents related to references on individuals holding or seeking membership in Lehigh Presbytery  
171 shall be maintained and filed with the Stated Clerk. (See Section IX).

172 **VII. Presbytery Employees**

173 A. Pre-Employment Screening

174 Pre-employment screening shall include questions by the Personnel Committee related to any history  
175 of sexual misconduct and the use of Attachment D.

176 B. References

177 Employing entities shall keep a written record of conversations/correspondence with references  
178 concerning alleged sexual misconduct.

179 An applicant shall be informed of any reports of alleged sexual misconduct and shall be given an  
180 opportunity to submit additional references or to give other evidence to correct or to respond to  
181 harmful information obtained from a reference prior to a final decision being made on the application.

182 C. Background checks

183 Presbytery employees shall be subject to a background screening in addition to the provisions of  
184 references. The screening shall include a background check on a national level including at least  
185 five (5) years of history. These screenings shall be at the expense of the employee.

186 D. Record Keeping --

187 Documents related to the application process shall be maintained by the Personnel Committee of  
188 Presbytery and filed in the Presbytery Mission Center. (See Section IX).

189

## VIII. Volunteers

190  
191  
192  
193  
194  
195  
196  
197  
198  
199  
200  
201  
202  
203  
204  
205  
206  
207  
208  
209  
210  
211  
212  
213  
214  
215  
216  
217  
218  
219  
220  
221  
222  
223  
224  
225  
226  
227  
228  
229  
230  
231  
232  
233  
234  
235

### A. Pre-screening

The committees and any other entities of the Presbytery utilizing volunteers, including those receiving honoraria, shall secure screening through the use of Attachments B and D, which shall include specific questions related to any history of sexual misconduct.

### B. References

Entities of the Presbytery utilizing volunteers shall keep a written record of conversations and/or correspondence with references concerning alleged sexual misconduct. A volunteer shall be informed of any reports of sexual misconduct and shall be given an opportunity to submit additional references or to give other evidence to correct or to respond to harmful information obtained from a reference prior to a final decision being made to utilize the volunteer.

### C. Background checks

Volunteers shall be subject to a background screening in addition to the provisions of references. The screening shall include a background check on a national level including at least five (5) years of history. These screenings shall be at the expense of the volunteer.

### D. Record Keeping --

Documents related to the above process shall be maintained and filed in the Presbytery Mission Center by Presbytery staff. (See Section IX).

## IX. Record Keeping

All clergy holding or seeking membership in Lehigh Presbytery shall complete and submit to the Stated Clerk a copy of the Sexual Conduct Self-Certification form (Attachment C).

The Presbytery shall maintain a file, accessible only to the Stated Clerk and the Teaching Presbyter, for all Covered Persons containing: the signature pages (Attachments A and C or D, as applicable); a copy of results of any record checks; written records for attendance at training events; a signed copy of any agreed upon narrative; summary of any investigations by an Investigating Committee of allegations of sexual misconduct, charges filed and adjudications and the disposition thereof; any written records of conversations/correspondence between persons and references with regard to sexual misconduct; any report of the Committee on Ministry regarding previous sexual misconduct history, the individual's own comments, references, and other evidence. These files shall not be transferred to any other presbytery and shall remain the property of Lehigh Presbytery for 7 years after the departure of the person from the Presbytery or the death of the individual, at which time the records shall be destroyed. Files containing the results of investigations of alleged or proven sexual misconduct shall be maintained by Lehigh Presbytery until the death of the individual.

Only the Teaching Presbyter and the Stated Clerk shall be authorized to give information on behalf of Lehigh Presbytery which includes any report or information involving any alleged offense of sexual misconduct by the person who is the subject of the reference. This reporting must be limited to information that is a matter of record (e.g. Presbytery minutes or the disposition or status, if known, of any secular criminal or civil charges) or is found in the applicant's file maintained by the Presbytery.

## X. Reporting and Response Procedures

### A. Reporting an alleged offense

Any person who believes that sexual misconduct has been committed by a person covered by this policy, must contact one of the following:

1. The Pastor of the accuser's or the accused's church.
2. The Clerk of Session of the accuser's or the accused's church.
3. The Executive or Teaching Presbyter of Lehigh Presbytery.
4. The Stated Clerk of Lehigh Presbytery.

236 Any person in the Church who learns of alleged sexual misconduct must take the allegations  
237 seriously and confidentially and should take appropriate steps to see that a written statement of an  
238 alleged offense be filed with the Stated Clerk of Lehigh Presbytery. [D-10.0102b.]

239 If the alleged victim is a minor child and the report of an offense is made to a clergy person,  
240 Pennsylvania law requires Ministers of Word and Sacrament to report child abuse to the appropriate  
241 state or county agency whether or not formal charges are filed. Ministers of Word and Sacrament  
242 are strongly encouraged to obtain legal advice in situations of suspected child abuse of whatever  
243 nature.

244 Ministers of Word and Sacrament are mandated reporters of minor child offenses. If the alleged  
245 victim is a minor child and the report of an offense is made to a person who is not an ordained  
246 minister (i.e. a non-clergy Presbytery Executive, Stated Clerk, or the Clerk of Session), the person  
247 receiving the report may wish to seek legal guidance before taking any other action.

248 **B. Response of the Presbytery**

- 249 1. For written allegations of sexual misconduct, the procedures in the Book of Order: D-10.0000  
250 through  
251 D-14.0502 and/or the personnel policies of Lehigh Presbytery and its entities shall be followed.
- 252 2. When the Stated Clerk receives a written statement of an alleged offense of sexual misconduct  
253 (*Book of Order*, D-10.0101), s/he will contact the Moderator who, in consultation with at least two of  
254 the following, the Stated Clerk, Executive or Teaching Presbyter, and the Chair of the Committee On  
255 Ministry or Permanent Judicial Commission, will appoint an Investigating Committee (IC). A support  
256 team will be formed for each party. If the alleged victim or the accused is a minister member of the  
257 Presbytery, the support team shall be appointed by the Committee on Ministry; if an employee, the  
258 Personnel Committee; and if a volunteer or any other person, the Presbytery Council.
- 259 3. The support team for the alleged victim shall:
- 260 a. Advise the alleged victim that s/he may choose to have a personal advocate  
261 and/or legal counsel during the process.
  - 262 b. Make certain that the alleged victim has a copy of the Presbytery's  
263 Sexual Misconduct Policy.
  - 264 c. Explain the disciplinary process of the Church to the alleged victim. (*Book of Order*,  
265 D-10.0000: *et seq.*)
  - 266 d. Advise the alleged victim that Presbytery is willing to provide counseling for the alleged victim.
  - 267 e. Encourage the alleged victim to seek continuing pastoral care.
- 268 4. The support team for the accused shall:
- 269 a. Advise the accused that s/he may choose to have a personal advocate and/or legal counsel  
270 during the process.
  - 271 b. Make certain that the accused has a copy of the Presbytery's Sexual Misconduct Policy.
  - 272 c. Explain the disciplinary process of the Church to the accused person.
  - 273 d. Advise the accused that s/he may choose to seek counseling.
  - 274 e. Inform the accused that administrative leave is an option when desired by the accused during  
275 the process of investigation, subject to agreement by the accused, the particular church or  
276 employing body and the Presbytery, and includes consideration of a compensation plan  
277 during such administrative leave.
  - 278 f. Encourage the accused to seek continuing pastoral care.
  - 279 g. Should allegations not be sustained, advise the accused of his/her options for vindication  
280 [D-9.0000].
- 281 5. Session and congregational care will be the responsibility of the Committee on Ministry  
282 (*Book of Order*, G-11.0502).

283 **XI. Facilities**

284 Pastor's offices, church offices, sunday school rooms, or rooms used for the purposes of Christian  
285 Education, should have indoor windows so that classroom activities can be easily observed. In the event

286 these doors lack windows, doors should be left ajar for easy observation.

287 **Miscellaneous Policies**

288 **Overnight Rule:**

289 As a rule overnight activities should be avoided whenever possible. If it becomes necessary to take youth on an  
290 overnight trip, all adult chaperons and supervisors will be cleared in advance with proper church leadership. All  
291 overnight activities will provide separate sleeping arrangements for males and females. A single adult and a single  
292 youth will never sleep alone together. Additionally, separate bathroom/shower facilities by gender (or specific times to  
293 use a single facility) will be provided.

294

295 **Nursery Identification:**

296 There should be a specific procedure to identify the child and the child's parent at the church nursery school. Children  
297 will only be released to a properly identified and preauthorized parent or guardian.

298

299 **Supervision of Youth Activities:**

300 Two (2) adult supervisors should be present during any church activity and are required to maintain supervision of  
301 participating youth. Preferably one of these adults would be a parent of one of the participating children or youth, or at  
302 a minimum someone over 21 years of age.

**SIGNATURE PAGE**  
**(Attachment A)**

**THIS COPY IS TO BE SIGNED AND FORWARDED TO THE STATED CLERK**

I hereby acknowledge that on \_\_\_\_\_(date)  
I received a copy of the Sexual Misconduct Policy of Lehigh Presbytery. I have read the policy,  
understand its meaning and agree to conduct myself in accordance with the policy. I further  
understand that Lehigh Presbytery has a policy of NO TOLERANCE regarding sexual misconduct.

Signature \_\_\_\_\_

Date \_\_\_\_\_

Received by \_\_\_\_\_

Date \_\_\_\_\_





# **Sexual Misconduct Self Certification**

## **(Attachment C)**

The following information related to sexual misconduct was mandated by the Sexual Misconduct Policy and Its Procedures adopted by the 203rd General Assembly (1991), and was revised by the 205th General Assembly (1993).

Please check one of the following:

- \_\_\_\_\_ ***I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained\* or is pending\* against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.***
- \_\_\_\_\_ ***I am unable to make the above certification. I offer, instead, the following description of the complaint, termination, or the outcome of the situation with explanatory comments.***

The information contained in my Personal Information Form on file with Call Referral Services is accurate to the best of my knowledge and may be verified by the calling and employing entity. I hereby authorize the entity to which my Personal Information Form is being sent to inquire concerning any civil or criminal records, or any judicial or proceeding involving me as a defendant, related to sexual misconduct. By means of this release I also authorize any previous employer, and any law enforcement agencies or judicial authorities or ecclesiastical governing bodies to release any and all requested relevant information related to sexual misconduct to the entity to which my Personal Information Form is being sent.

\_\_\_\_\_ **I have read this certification and release form and fully understand that the Information obtained may be used to deny my employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing or judicial authority or any other entity from any and all claims, liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.**

Signature \_\_\_\_\_ Print Name \_\_\_\_\_ Date \_\_\_\_\_

### **\*Sustained**

- In a criminal court, "sustained" means that there has been a guilty plea, a guilty verdict or a plea bargain.
- In a civil court, "sustained" means that there has been a judgement against the defendant.
- In an ecclesiastical case, "sustained" means that there has been a guilty plea and censure imposed, or finding of guilty with censure imposed, by a permanent judgement judicial commission in the Presbyterian Church (USA) or an equivalent body of another church.

### **\*Pending**

- In a criminal court, "pending" means a criminal charge before a grand jury, in the process of being prosecuted, or in a case which there is not yet a verdict.
- In a civil court, "pending" means a case in which there has not been a decision or judgement.
- In an ecclesiastical case, "pending" means an accusation is being investigated by a special disciplinary committee or charges have been filed but have not been decided by a permanent judicial commission; or an accusation or charges are in an equivalent state or process in a church other than the PC (USA).

(The following is taken from definitions in the General Assembly Sexual Misconduct Policy and its Procedures, Pg.13)

"Sexual Misconduct is the comprehensive term used in this policy and its procedures to include: 1) Child sexual abuse, as defined above [refers to Policy];

2) Sexual harassment, as defined above [refers to Policy]; 3) Rape or sexual contact by force, threat, or intimidation; 4) Sexual conduct (such as offensive, obscene or suggestive language or behavior, unacceptable visual contact, unwelcome touching or fondling) that is injurious to the physical or emotional health of another; 5) Sexual Malfeasance defined as sexual conduct within a ministerial (e.g. clergy with a member of the congregation) or professional relationship (e.g. counselor with a client, lay employee with a church member, presbytery executive with a committee member who may be a layperson, a minister, or an elder). Sexual conduct includes unwelcome sexual advances, request for sexual favors, and verbal or physical conduct of a sexual nature. This definition is not meant to cover relationships between spouses, nor is it meant to restrict church professionals from having normal, social, intimate, or marital relationships;

6) Sexual Abuse as found in Book of Order D-10.0401b (see Accuser/Victim)

© Presbyterian Church (U.S.A.), a corporation 1999

# LEHIGH PRESBYTERY EMPLOYEE/VOLUNTEER INFORMATION FORM (Attachment D)

1. Name: \_\_\_\_\_
2. Address(es): \_\_\_\_\_ (For past 5 years.  
Use back, if needed).
3. Telephone / Home: \_\_\_\_\_ Work: \_\_\_\_\_
4. Congregation of which you are currently a member: \_\_\_\_\_
5. Are you an ordained elder or deacon, a certified Christian educator, or employee of a church or church agency?  
\_\_\_\_\_ NO \_\_\_\_\_ YES (if yes please specify)
6. Names and addresses of 2 references (at least one from previous residence, if applicable).  
  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
  
Phone: \_\_\_\_\_ Phone: \_\_\_\_\_
7. Have you ever been convicted of sexual misconduct or entered a guilty plea to a charge of sexual misconduct in a court of law, administrative procedure, or church disciplinary proceeding?  
\_\_\_\_\_ NO \_\_\_\_\_ YES (if yes please explain)

The Lehigh Presbytery has adopted a Sexual Misconduct Policy.  
A copy is available in the Presbytery Mission Center or by calling (610)391-9020; e-mail [lepresby@enter.net](mailto:lepresby@enter.net) .

In obedience to Jesus Christ, I accept Christ's call to be involved responsibly in the ministry of the church, confirm that Jesus Christ is the pattern for my life and ministry and, relying on God's grace, commit myself to:

1. Treat all persons with equal respect and concern as beloved children of God.
2. Refrain from abusive, addictive, or exploitative behavior, including sexual harassment and misconduct and will seek help to overcome such behavior if it occurs.
3. Recognize the limits of my own gifts and training, and will refer persons and tasks to others as appropriate.
4. Accept the discipline of the church.

I certify that the above statements are true, to the best of my knowledge. I give permission for the Presbytery to contact the references named above and to conduct a Pennsylvania (or other appropriate state) Criminal Record Check and a Pennsylvania (or other appropriate state) Child Abuse History Clearance.

\_\_\_\_\_ (signature)

\_\_\_\_\_ (date)

**LEHIGH PRESBYTERY'S SEXUAL MISCONDUCT  
NOTICE  
(Attachment E)**

The Lehigh Presbytery  
has adopted a  
Sexual Misconduct Policy  
effective \_\_\_\_\_

The policy applies to  
Ministers of Word and Sacrament, Commissioned Lay  
Pastors

Christian Educators in the Presbytery,  
Presbytery employees, volunteers of the Lehigh  
Presbytery and its churches.

**Anyone with questions or complaints regarding  
sexual misconduct  
should call the Presbytery Mission Center  
610-391-9020  
or e-mail [lepresby@enter.net](mailto:lepresby@enter.net)**