

## Policy 10 ~~Prevention Of Sexual Misconduct~~ **Policy**

**The purpose of this policy is to assure the faith and trust placed in the Presbytery's participants, practices, institutions, and environment are justified, maintained and enhanced by its continuous awareness and actions. The health, safety, respect and well-being of all people within the Presbytery or touched by its many activities are God's requirements and are integral to our mission.**

It is the policy of Nevada Presbytery that all persons **engaged in church related activities either as participants or** in leadership positions including Pastors, Staff, Employees, Church Officers, and Volunteers **shall adhere to appropriate boundaries of interpersonal conduct and** shall maintain the integrity of ministerial and employment relationships at all times. ~~Sexual conduct outside the bounds of marriage~~ **Disregard of appropriate boundaries** between church workers, volunteers, and others is a violation of this policy as well as a violation of the ministerial and employment relationship and is therefore never permissible.

~~All persons required to complete a Prevention of Sexual Misconduct Seminar must, within five (5) years of completion of their Prevention of Sexual Misconduct Seminar, attend an updated Seminar held in conjunction with one of The Presbytery of Nevada meetings, and must similarly update every five (5) years. Those persons required to complete the seminar are: Ministers of Word and Sacrament, including those Honorably Retired, CPM Members (Committee for Preparation of Ministry), PJC members (Presbytery Judicial Commission), COM members (Committee on Ministry), all CLP's (Commissioned Lay Pastors), and employees of Nevada Presbytery~~

Awareness and understanding are essential to effectively implementing and maintaining policies structured to promote safe practices. Leadership requires a commitment to creating and maintaining a healthy environment for safety and respect. Safe practices within that environment are the basis of the Boundary Training. The Presbytery will undertake training that will include the topics of harassment, sexual misconduct, and child sexual abuse prevention.

Commissioned members of the Presbytery and Presbytery employees will be required to complete the Boundary Training. If not already included, Inquirers, Candidates, YAADs (Youth Adult Advisory Delegates), CPs (Commissioned Pastors), and CEs (Christian Educators) will also receive Boundary Training.

Within thirty-six (36) months of completion of their initial Boundary Training, all persons required to complete the Training shall attend an updated Training available online or held in conjunction with one of the Presbytery of Nevada meetings and must similarly update every subsequent thirty-six (36) months. Tracking fulfillment of initial and subsequent Training will be reported to the office of the Stated Clerk and the COM as required.

Complete copies of this policy are on file with the Stated Clerk and the Committee on Ministry. Each new pastor enrolled in Nevada Presbytery **and each new member of a group required to receive Boundary Training under this policy** shall be given a copy of ~~the Sexual Misconduct~~ policy along with an acknowledgment sheet stating they have received and read the policy **and completed the required initial Training**. The signed acknowledgment sheet shall be returned to the office of the Stated Clerk.