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## **Genesee Conference POLICY ON SEXUAL MISCONDUCT**

### **Introduction**

Sexual misconduct is contrary to the principles and values which we hold as Free Methodists. Therefore, beyond any provision of law, sexual misconduct by personnel of the Genesee Conference of the Free Methodist Church of North America is totally inappropriate and unacceptable.

### **Definitions**

Sexual misconduct is here defined as any sexual conduct which is civilly unlawful, e.g., sexual abuse, sexual exploitation, and sexual harassment. The word "conference" is meant to include all entities operating under the Superintendent of Genesee Conference, incorporated as conference, churches, camps, and schools. "Conference personnel" means all those whose source of compensation is a conference entity, and those who volunteer services are formally accepted by a conference entity.

### **Reporting Requirements**

(New York Social Services Law sec. 413) provides reporting requirements for child abuse whether sexual abuse, physical non-accidental injury, or neglect. Conference personnel must comply with those legal requirements. (In addition, conference personnel who have actual knowledge, or reasonable cause to suspect, that a child or an adult has been subject to sexual misconduct by conference personnel, must make an immediate report to the office of the Superintendent.)

### **Investigation and Response**

Each reported incident will be investigated with a high level of confidentiality, as well as concern and care for alleged victims, alleged perpetrators, and others affected. If there is reason to believe that the report may be true, pending the outcome of the internal and any external investigation, the alleged perpetrator, if compensated by the conference, will be placed on administrative leave; if a volunteer, services to the conference will be suspended. At the same time, there will be immediate outreach to alleged victims and others affected. Personnel of the conference who admit to, do not contest, or are found guilty of sexual misconduct shall be subject to appropriate administrative or disciplinary action up to and including termination of employment and/or volunteer ministry duties.

### **Communication**

Within the confines of respect for privacy, authorized conference representatives will deal as openly as possible with members of the community involved. Any media contact or inquiries will be addressed only by the Superintendent or his delegate.

### **False Accusation**

In the case of false accusations or unsubstantiated claims, both civil and Free Methodist law provide penalties for defamation of character in which individuals become victims of calumny and detraction.

### **Application**

This policy applies to all conference personnel.

**Forms**

Form 1: Report of Suspected Sexual Misconduct by Conference Personnel

Form 2: Applicant's Declaration and Acknowledgment of Policies  
(for all Conference Employees and Volunteers)

Form 3: Certificate of Awareness of Child Abuse Reporting Law  
(for Compensated Professional Staff)

Form 4: Certificate of Awareness of Child Abuse Reporting Law  
(for Volunteer Staff)