

## **General Convention of The Episcopal Church 2022 Archives' Research Report**

**Resolution No.:** 2022-A066

**Title:** Establish Interim Body to Oversee the Continuing Development of Anti-Harassment Best Practices, Model Policy Examples and Varied Training Materials

**Proposer:** Task Force to Develop Model Sexual Harassment Policies and Safe Church

**Topic:** Sexual Misconduct, Women

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### **Directly Related:** (Attached)

2018-A048 Create a Task Force to Update Safe Church Training

2018-A109 Establish Task Force on Sexual Harassment

2018-D016 Create a Task Force for Women, Truth, and Reconciliation

### **Indirectly Related:** (Available in the [Acts of Convention](#) database, searchable by resolution number)

2018-D017 Support Policies Addressing Workplace Harassment and Exploitation

2006-A156 Adopt Policies for Protection from Sexual Misconduct

*In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1973 through 2018, selecting “direct” resolutions that have a substantive bearing on the proposed legislation. The “direct” resolutions are attached and “indirect” resolutions are available in the Acts of Convention database. Committee members who require other research assistance should contact the Archives through the [Research Request Form](#) or call 800-525-9329.*

# A066 - Establish Interim Body to Oversee the Continuing Development of Anti-Harassment Best Practices, Model Policy Examples and Varied Training Materials

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**Final Status:** Not Yet Finalized

**Proposed by:** Task Force to Develop Model Sexual Harassment Policies & Safe Church Training

**Requests New Interim Body:** Yes

**Amends C&C or Rules of Order:** No

**Has Budget Implications:** Yes

**Cost:** \$75,000.00

**HiA:** HD

**Legislative Committee Currently Assigned:** 13 - Committees & Commissions

**Completion Status:** Incomplete

**Latest House Action:** N/A

**Supporting Documents:** No

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## Resolution Text

*Resolved*, the House of \_\_\_\_\_ concurring,

That the 80th General Convention direct the Executive Council to establish a Task Force pursuant to Canon I.1.2.o to oversee the continuing development and implementation of anti-harassment best practices, model policy examples, and varied training materials. The Task Force shall be comprised of at least nine (9) people who reflect the diversity of The Episcopal Church, to the degree possible, while also including those experienced in adult education, the prevention of sexual abuse, the prevention of employment discrimination, Human Resources, working with Title IV (including chancellors and Intake Officers), and working with survivors of abuse (including Victim Advocates); membership should also include at least three (3) persons from the Task Force to Develop Model Sexual Harassment Policies and Safe Church Training appointed in 2018; and be it further

*Resolved*, That the Task Force shall seek and consider feedback from local use and adaptation of the original model policy, from as diverse a group of communities within the Church as possible. The goal of the Task Force shall be to refine the Best Practices Guide, to gather samples of policies and practices in actual use across the Church, and to develop

additional model policies for use in the broadest spectrum of church locations and extra-parochial communities; and be it further

*Resolved*, That the Church Pension Group be asked to collaborate with this effort and to appoint a member to serve on the Task Force; and be it further

*Resolved*, That the 80th General Convention of commit itself to the financial support of the continuing development of these materials, and training, as an element of its efforts to advance clergy wellness and reduce liability, as well as to the ability of all members of the Church to live into the Baptismal Covenant, seeking and serving Christ in all persons; and be it further

*Resolved*, That \$75,000 be budgeted for the work of the Task Force over the next triennium.

## **Explanation**

While strong policies and training programs are essential components of this work, the various circumstances in which the church does its work, including geographic, legal, cultural, and ministry differences, mean that no single policy or even set of policies can meaningfully identify or address all harassment situations. The establishment of a continuing working group of members with related experience and expertise is essential to the capacity to engage the next step of the work that is required to fulfill the goals of Resolution 2018-A109 and effect long term improvements in the Church's witness to the image of God in each member and all with whom the church engages.



**Resolution Number:** 2018-A048  
**Title:** Create a Task Force to Update Safe Church Training  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*Resolved, That this 79th General Convention direct the Executive Council to establish a Task Force pursuant to Canon I.1.2.(o) to create and implement new safe church training materials to be developed during the next triennium to reflect the approved 2017 Model Policies for the Protection of Children and Youth and the approved 2017 Model Policies for the Protection of Vulnerable Adults, such committee to be comprised of at least nine (9) and no more than twelve (12) people who reflect the diversity of The Episcopal Church, which should include youth ministers, those working with vulnerable adults, educators for adults, and those experienced in the prevention of sexual abuse; membership should also include at least three (3) persons from the Task Force to Update Sexual Misconduct Policies appointed in 2015; and be it further*

*Resolved, That the Church Pension Group be asked to collaborate and coordinate their training program with this effort and to appoint a member to serve on the committee; and be it further*

*Resolved, That such safe church training materials for the prevention of sexual misconduct include written and web-based training materials that include responsive and multilingual online web-based resources, a modern content management system and a curated resource list, such training to provide Universal Training accessible to all congregants and ministry participants that fosters a culture of safety and inclusion for all people and Specialized Training consisting of discrete modules on topics directly related to ministry roles and functions; and be it further*

*Resolved, That this 79th General Convention assign to the Task Force that will oversee the new safe church training materials the following duties: where and how to host training materials that includes a comprehensive list of resources, develop a plan for continued updating of the training materials and the curating of resources, as well as a plan to oversee this work; and be it further*

*Resolved, That this 79th General Convention direct the Domestic and Foreign Missionary Society [DFMS] to host on its website the Model Policies for the Protection of Children and Youth and the Model Policies for the Protection of Vulnerable Adults for the prevention of sexual misconduct approved in 2017; and be it further*

*Resolved, That this 79th General Convention of The Episcopal Church commits itself to the financial support of the creation, implementation and maintenance of such safe church training materials to advance clergy wellness and reduce liability; and be it further*

*Resolved, That this 79th General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$245,000 for the creation of the safe church training materials described in this resolution and \$50,000 for the work of the Task Force.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), pp. 890-891.



**Resolution Number:** 2018-A109  
**Title:** Establish Task Force on Sexual Harrassment  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, That the 79th General Convention of the Episcopal Church declares that sexual harassment of adults by clergy, church employees and church members are abuses of trust, a violation of the Baptismal Covenant, contrary to Christian Character, and are therefore wrong; and be it further*

*Resolved, That the 79th General Convention of the Episcopal Church establish a Task Force on Sexual Harassment to be appointed by the Presiding Bishop and the President of the House of Deputies to prepare a Model Policy for Sexual Harassment of Adults for Dioceses, including parishes, missions, schools, camps, conference centers and other diocesan institutions. It shall be the duty of the Task Force to study, educate, develop curriculum, and propose and promulgate model policy and standards of conduct on different forms of harassment, and to advise the Church as resource persons. The membership of the Task Force is to be representative as to gender, race and ethnic diversity and should include lawyers whose practice covers this area of law or who serve or have served as chancellors for a diocese or church, human resource professionals, educators for adults, and those experienced in the prevention of sexual harassment. Approximately one-third of the members of the Task Force shall be clergy. The Task Force will report to the 80th General Convention and include as part of its report a Model Policy for Sexual Harassment of Adults for Dioceses; and be it further*

*Resolved, That the 79th General Convention request the Joint Standing Committee on Program, Budget and Finance to consider a budget allocation of \$50,000 for the work of the Task Force.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 963.



**Resolution Number:** 2018-D016  
**Title:** Create a Task Force for Women, Truth, and Reconciliation  
**Legislative Action Taken:** Concurred as Substituted  
**Final Text:**

*Resolved,* That the 79th General Convention as members of the Body of Christ, confess our sins of gender-based discrimination, harassment, and violence against women and girls in all their forms as we understand these sins, which include, but are not limited to, sexual and gender harassment, sexual assault, physically, spiritually, and emotionally abusive behavior, and oppression based on gender, particularly as these sins have denigrated and devalued women and their ministries; acknowledge that within our patriarchal culture, the misuse of power and authority is primarily exercised by men with the vast majority of victims being women; acknowledge that we have created a culture of excuses, justifications, enabling, and dishonesty around gender-based discrimination and violence; have not heard the experiences of women with the goal of justice through acts of contrition, restoration, and reconciliation; declare that we as the Church seek to turn from the systems of oppression, patriarchy, ableism, heteronormativity, white supremacy, and our colonial legacy, among others, and seek to engage in restoration of the dignity of women and reconciliation from past acts, beginning with confessing to God and to one another the truth that we have not loved God with our whole heart, and mind, and strength, and that we have not loved, respected, and honored the presence, gifts, equality, and ministry of women, seeing in them the presence of Christ; confess that we have embraced patriarchal power, and in doing so, have exploited women and been blind to injustice and prejudice; and declare that we seek to repent and be restored to God and to each other, with the Church and each diocese declaring a period of fasting and repentance for this sin; and be it further

*Resolved,* That the 79th General Convention authorize the establishment of a Task Force for Women, Truth, and Reconciliation for the purpose of helping the Church engage in truth-telling, confession, and reconciliation regarding gender-based discrimination, harassment, and violence against women and girls in all their forms by those in power in the Church, making an accounting of things done and left undone in thought, word, and deed, intending amendment of life, and seeking counsel, direction, and absolution as we are restored in love, grace, and trust with each other through Christ; and be it further

*Resolved,* That this Task Force be appointed jointly by the President of the House of Deputies and the Presiding Bishop, with 15 members - 6 lay people (at least 4 of whom identify as women), 6 priests or deacons members (at least 4 of whom identify as women), and 3 bishops members (at least 2 of whom identify as women). The overall composition of this task force shall include members of the LGBTQ community, people of color, and reflect regional diversity. The overall composition of this task force shall include at least 5 members who have experienced gender-based discrimination, harassment, and violence against women and girls and at least 3 members who have personal and recent (within the last 5 years) experience working with complaints within the general Church and/or secular community on matters of gender-based discrimination, harassment, and violence against women and girls. This Task Force shall report its progress to Executive Council, present a public timeline, summary of ongoing work easily accessible by members of the Episcopal Church, and report back to the 80th General Convention on the following tasks:

**-To develop a survey on gender-based discrimination, harassment, and violence against women and girls in all their forms as we understand these sins, which include, but are not limited to, sexual and gender harassment, sexual assault, physical, spiritual, and emotionally abusive behavior, and oppression based on gender. This survey shall be modeled on the survey used to gather information and compile the 2017 report “Sexual Misconduct in the United Methodist Church: US Update,” and the task force shall create said survey no later than December of 2019 and shall work with appropriate general Church organizations, dioceses, and church leadership, both lay and clergy, to distribute widely in the Episcopal Church for access by both laity and clergy no later than spring of 2020, said survey being available primarily on-line, and with adaptations made as determined by the task force to enable responses by those members of the general Church who may not have ready and easy access to the internet;**

**-To conduct a review of survey responses and data regarding gender-based discrimination, harassment, and violent behavior that has been experienced by those who identify as women in our church; and present this information in accessible, public, and informative ways as a truthful reality of the treatment of women; and the impact of this treatment on lay and ordained women and girls, their ministries, and the ministry of the Church to the following members and organizations of the Protestant Episcopal Church in the United States of America: The House of Bishops, The Executive Council, The National Association of Episcopal Schools; all Episcopal Seminaries (including diocesan formation programs for ordination); Episcopal Camps and Conference Centers; Diocesan Youth Directors; all Canons to the Ordinary; all Transition Officers; all diocesan Chancellors; and any other bodies, organizations, or committees that the President of the House of Deputies or the Presiding Bishop deem necessary;**

**-To coordinate and receive reports from the aforementioned persons and organizations no later than six months after the publication of the survey response report with the following written responses to the report, a copy of the same responses shared with the Presiding Bishop and the President of the House of Deputies: How their body and/or institution has contributed to a church culture of gender-based discrimination, harassment, and violence against women and girls in all their forms, when appropriate detailing specific examples of this culture that has approved of this behavior, ignored and/or excused this behavior, and how this culture has damaged the body and/or institution; The body and/or institution’s plan of action within their body or institution that can bring about a culture of truth telling, repentance, reconciliation, and justice in our church; including a timeline of said plan of action; and any other questions the task force, in consultation with the Presiding Bishop and the President of the House of Deputies, deem helpful and necessary for the general Church to confess the truth of the impact of the sin of gender-based discrimination, harassment, and violence against women and girls in all their forms and to engage the process of restoration and reconciliation;**

**-To create a Truth and Reconciliation process to guide churches, dioceses, provinces, and the general Church as they develop their own paths for reconciliation and restoration, with emphasis given to discerning the *qualities* of methods churches, dioceses, provinces, and the general Church may implement to witness the truth and to seek justice, restoration, and reconciliation; recognizing a one-size-fits-all process will not be helpful given the diversity of our Church, and that identifying qualities for a process invites churches, dioceses, provinces, and general Church to map their ways forward to justice, restoration, and reconciliation with guidance;**

**-To conduct a comprehensive audit and analysis of the internal church-wide structures that exist, or are needed, to educate and inform the church about realities and consequences of gender-based discrimination, harassment, and violence against women and girls in all their forms; to develop programs to proactively reduce incidences of gender-based discrimination, harassment, and violence within the church; as well as to develop resources that build the capacity of our church to provide trauma informed pastoral care for victims;**

**-To oversee an audit done by an outside auditor of the culture within church-wide structures to identify systemic expressions of power and leadership that create and continue gender-based discrimination, harassment, and violence against women and girls in all their forms, particularly the impact of this system as it manifests in access to leadership, pay inequity, imbalances in power, inequality in leadership, gender-based discrimination, sexual harassment and violence, and the enabling of gender-based violence by those in positions of power throughout the church that diminishes, excuses, and discounts discrimination, abuse, and harassment, contrary to the Gospel of Christ.**

And be it further

***Resolved*, That the General Convention request that the Joint Standing Committee on Program, Budget, and Finance consider a budget allocation of \$320,000 for the implementation of this resolution which will provide funding for regular meetings, including bi-annual in-person meetings throughout the triennium (\$150,000); costs associated with creating and distributing the survey and subsequent reports (\$40,000) contract with external firm to conduct a culture audit (\$65,000); website, communications, and staff support (\$50,000); and expenses associated with in-person presentations of findings to strategic groups, including Executive Council, the House of Bishops, and other groups as determined by the Task Force, the Presiding Bishop and the President of the House of Deputies (\$15,000).**

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), pp. 937-939.