

General Convention of The Episcopal Church 2022 Archives' Research Report

Resolution No.: 2022-A067
Title: Authorize and Support Interim Use and Local Adaptation of Model Anti-Harassment Policy in Light of Best Practices Guide
Proposer: Task Force to Develop Model Sexual Harassment Policies and Safe Church
Topic: Sexual Misconduct

Directly Related: (Attached)

2018-A109 Establish Task Force on Sexual Harassment
2018-D017 Support Policies Addressing Workplace Harassment and Exploitation

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

2018-A048 Create a Task Force to Update Safe Church Training
2015-A073 Update Model Policies for Protection of Children and Youth
2009-D062 Continue Developing Policies and Procedures for Sexual Misconduct Prevention
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.

A067 - Authorize and Support Interim Use and Local Adaptation of Model Anti-Harassment Policy in Light of Best Practices Guide

Final Status: Not Yet Finalized

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

Requests New Interim Body: No

Amends C&C or Rules of Order: No

Has Budget Implications: No

Cost:

HiA: HD

Legislative Committee Currently Assigned: 06 - Sexual Harassment, Sexual Exploitation, & Safeguarding

Completion Status: Incomplete

Latest House Action: N/A

Supporting Documents: Yes

Resolution Text

Resolved, the House of _____ concurring,

That the 80th General Convention direct the Executive Council to provide for the support and encouragement of the interim use and adaptation of the Model Policy to Prevent Harassment by dioceses, congregations, and affiliated institutions; and be it further

Resolved, That the Best Practices Guide and Model Policy be hosted on the Domestic and Foreign Missionary Society [DFMS] Safe Church website. The website shall be adapted and monitored so that it becomes a site for on-going creation and curation of feedback from experimental use and local adaptation of the Best Practices Guide and Model Policy throughout TEC during the next triennium; and be it further

Resolved, That dioceses, congregations, and affiliated institutions report their feedback and recommendations for further development on the basis of their practice to the DFMS hosted Safe Church website.

Explanation

The Best Practices Guide and Model Policy need to be easily accessible to all members and institutions of The Episcopal Church. The DFMS Safe Church website already provides access to the Model Policies for the Protection of Children and Youth and the Model Policies for the Protection of Vulnerable Adults, and is therefore the ideal location for the Anti-Harassment Best Practices Guide and Model Policy documents. Because the needs and the practices of the Church are so diverse with respect to definitions of harassment, and its reduction and elimination, the continuing collection of data and stories is vital to the development of standardized, yet helpfully varied, training. Because the Task Force proposed to be created by Resolution A066 will also need such information to continue its work, they must also be able to solicit and collect feedback from dioceses, congregations and members of the Church that are following the best practices in their use and adaptation of the Model Policy.



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-D017
Title: Support Policies Addressing Workplace Harassment and Exploitation
Legislative Action Taken: Concurred
Final Text:

Resolved, That the 79th General Convention of The Episcopal Church recognize that sexual harassment, assault, and exploitation in the workplace occur in situations of specific vulnerabilities, such as financial precarity, job insecurity, lack of immigration status, and physical isolation on the job; and that these vulnerabilities often occur together, such that many of the workers most vulnerable to sexual harassment, assault and exploitation are low-income women, immigrants and/or women of color; and be it further

Resolved, That The Episcopal Church support public policies and other efforts to reduce sexual harassment, assault, and exploitation in the workplace, including:

- **Elimination of a separate minimum wage for tipped workers (set in the United States since 1991, and at the time of this resolution, at \$2.13/hour on the federal level; 42 states have a lower minimum wage for tipped workers than for non-tipped workers), recognizing that wait staff and other tipped workers are effectively working for tips given their extremely low wage, and therefore often feel unable to risk their potential tips by complaining to or about customers who are harassing them;**
- **Policies to reduce low-road subcontracting in public sector contracts, and to strengthen enforcement of labor and harassment laws for contracted workers, recognizing that workers for low-bid firms report higher levels of on-the-job sexual harassment than those who work for high-road contractors or who are direct employees;**
- **Provision of adequate funding for labor standards enforcement offices at local, state, and federal levels to strengthen enforcement of equal opportunity, sexual harassment, and whistle blower laws;**
- **Policies and laws at federal, state, and local levels that assure workers of protection from immigration enforcement when they report workplace violations, including sexual harassment, assault and exploitation;**
- **Policies and laws at federal, state, and local levels to protect and strengthen the rights of agricultural and domestic workers, including the right to organize, the right to take adequate breaks, the right to reasonable working hours and overtime pay, and the development of mechanisms for reporting and enforcing laws against sexual harassment, assault, and exploitation;**
- **Efforts by unions and other worker associations, and employers, to enact workplace standards, trainings, safety measures, and reporting systems to reduce sexual harassment, assault, and exploitation**

And be it further

Resolved, That The Episcopal Church support the rights of workers everywhere to organize, whether in traditional labor unions or new forms of worker organization, in order to have a voice in their workplaces, including on issues related to sexual harassment, assault, and exploitation.

Citation: General Convention, *Journal of the General Convention of...The Episcopal Church, Austin, 2018* (New York: General Convention, 2018), p. 423.