

## General Convention of The Episcopal Church 2024 Archives' Research Report

**Resolution No.:** 2024-A023

**Title:** Authorize and Support the use of the Best Practices Guide and Model Anti-Harassment Policy

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

**Topic:** Safe Church. Sexual Misconduct

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### Directly Related: (Attached)

2022-A066 Establish Task Force for the Continuing Development of Anti-Harassment Practices

2022-A067 Authorize and Support Interim Use and Adaptation of Model Harassment Prevention Policy

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

2022-A064 Promote Adoption and Use of Revised Safe Church Training

*In preparing this report, the Archives researched the resolutions in the Acts of Convention database for the period 1973 through 2022, 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](#).*

# A023 - Authorize and Support the use of the Best Practices Guide and Model Anti-Harassment Policy

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**Final Status:** Not Yet Finalized

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

**Has Budget Implications:** Yes

**Cost:** \$75,000.00

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

**Requests New Interim Body:** No

**Changes Mandate Of Existing Ib:** No

**Directs Dfms Staff:** Yes

**Directs Dioceses:** Yes

**Directs Executive Council:** No

**HiA:** No House Assigned

**Legislative Committee Currently Assigned:** No Committee Assigned

**Completion Status:** Incomplete

**Latest House Action:** N/A

**Supporting Documents:** Yes

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## Resolution Text

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

That the 81st General Convention adopt the Best Practices Guide and Model Anti-Harassment Policy available as a support document on this resolution or viewable as a supplementary material in the Report to the 81st General Convention of the Interim Body to Oversee the Continuing Development of Anti-Harassment Best Practices, Model Policy Examples and Varied Training Materials; and be it further

*Resolved*, That the 81st General Convention direct the Executive Council to provide for the support and encouragement of the 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; and be it further

*Resolved*, That the 81st 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 this work over the next triennium.

## **Explanation**

The Best Practices Guide and Model Policy has been reviewed by multiple General Conventions. It needs to be promulgated and utilized across the Episcopal Church. Therefore, it needs 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.

The Best Practices Guide and Model Anti-Harassment Policy is available as a support document on this resolution. It is also available as a supplemental material in the report to the 81st General Convention of the Interim Body to Oversee the Continuing Development of Anti-Harassment Best Practices, Model Policy Examples and Varied Training Materials.



**Resolution Number:** 2022-A066  
**Title:** Establish Task Force for the Continuing Development of Anti-Harassment Practices  
**Legislative Action Taken:** Concurred  
**Final Text:**

*Resolved, 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.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Baltimore, 2022* (New York: General Convention, 2023), pp. 776-777.



**Resolution Number:** 2022-A067  
**Title:** Authorize and Support Interim Use and Adaptation of Model Harassment Prevention Policy  
**Legislative Action Taken:** Concurred as Amended  
**Final Text:**

*Resolved, 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 (<https://extranet.generalconvention.org/staff/files/download/30555>) by dioceses, congregations, and affiliated institutions; and be it further*

*Resolved, That the Best Practices Guide and Model Policy to Prevent Harassment (<https://extranet.generalconvention.org/staff/files/download/30555>) 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 to Prevent Harassment 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.*

**Citation:** General Convention, *Journal of the General Convention of...The Episcopal Church, Baltimore, 2022* (New York: General Convention, 2023), p. 840.