

Sexual Misconduct Policy and Procedure

Diocese of Fredericton

EXECUTIVE SUMMARY

The Sexual Misconduct Policy of the Diocese of Fredericton of the Anglican Church of Canada is a reflection of the Diocese's commitment to providing a safe and welcoming environment that is free from violence, coercion, and discrimination. All forms of sexual abuse and harassment are fundamentally an abuse of power and will not be tolerated under any circumstances.

The Sexual Misconduct Policy is designed to address a broad range of behaviours, providing expansive definitions for sexual harassment, sexual assault, sexual misconduct, and sexual abuse.

The overarching principle is to provide for the safety and well being of everyone through prevention, which the Diocese aims to achieve through mandatory education and training of all staff and volunteers.

The guiding principles behind the policy include the presumption of innocence and respecting the confidentiality of all involved parties. All complaints will be taken seriously and dealt with as quickly and effectively as possible. The procedures outlined in the Sexual Misconduct Policy are designed to complement existing legislation, and Diocesan investigation processes must not interfere with concurrent criminal investigations.

The Sexual Misconduct Policy lays out the complaint and investigation processes, beginning with complaints from adults. In cases of sexual harassment, a complainant can commence an informal process, where the accused is informed of the complaint and requested to stop the offending behaviour. For more serious complaints, the formal process includes an investigation by the Diocesan Sexual Misconduct Committee, with the Secretary of the Synod as the final decision maker. The Diocese encourages the use of mediation to resolve complaints.

In the case of children and vulnerable adults, the Diocese is required to notify the authorities immediately of complaints or suspicions based on reasonable grounds.

The policy concludes with a number of useful appendices, including flowcharts for the complaint process for adults, the complaint process for children and vulnerable adults and adolescents, Diocese policies on confidentiality, media relations, and pastoral care, and a sample mediation agreement, outlining the rights and obligations of both parties.

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