

**SYNOD OF THE NORTHEAST PRESBYTERIAN CHURCH (U.S.A.)**

**A COVENANT OF BEHAVIOR**  
**RELATED TO**  
**SYNOD PERSONNEL POLICIES AND PRACTICES**  
(Employees and applicants)

20.00.00 SEXUAL HARASSMENT/MISCONDUCT POLICY: In determining its own witness to the world and its service to humanity, the Church of Jesus Christ is bound by the Gospel mandate to “announce good news to the poor, to proclaim release for prisoners and recovery of sight for the blind, to let the broken victims go free, to proclaim the year of the Lord’s favor”. Thus it sounds the note of liberation, reconciliation and healing, and calls all persons to the more abundant life of Christ. All persons, regardless of sexual orientation or gender, must be afforded equal respect under the gospel. Therefore, it is the policy of the Synod to provide all Synod staff a sexual and gender-based harassment free environment.

20.01.00 Sexual harassment/misconduct is defined as unwelcome behavior that ridicules, demeans, insults and/or impedes a person’s work performance because of the person’s sex. Behavior which violates this policy includes but is not limited to:

20.01.01 Punish or threaten to punish a person for rejecting sexual attention, requests, and/or demands.

20.01.02 Coerce or attempt to coerce a person into a sexual and/or dating relationship.

20.01.03 Use of spiritual or appointed authority to coerce or attempt to coerce, persuade or mislead a person to enter into sexual behavior.

20.01.04 Base or influence employment decisions on a person’s rejection or acceptance of sexual behavior.

20.01.05 Make unwelcome sexual jokes, comments, suggestions, innuendoes.

20.01.06 Unwelcome touching, standing close to, blocking path.

20.01.07 Unwelcome prolonged or suggestive staring.

20.01.08 Display of sexual visuals, visuals that insult, degrade and/or exploit sexuality of men or women, and

20.01.09 Create a hostile, offensive, or intimidating work environment.

20.02.01 Sexual harassment and gender-based harassment are forms of sexual discrimination and a violation of Title VII of the 1964 Civil Rights Act, as amended in 1972 and state fair employment laws. It is a violation of the Synod and denominational AA/EEO policies.

**Acknowledgment**

I hereby acknowledge that I have received a copy of the Covenant of Behavior Related to the Synod Personnel Policies and Practices dated October 19, 2006; that I have read the policy; that I understand its meaning; and that I agree to conduct myself in accordance with the policy. I understand that this acknowledgement shall be retained in Synod files.

Print Name \_\_\_\_\_

Signature \_\_\_\_\_

Date: \_\_\_\_\_

**Certification**

I certify that (a) no civil, criminal, or ecclesiastical complaint has ever been sustained or is pending against me for sexual misconduct; and (b) I have never resigned or been terminated from a position for reasons related to sexual misconduct.

Signature \_\_\_\_\_ Date \_\_\_\_\_

**Release**

The written information I have provided is accurate to the best of my knowledge and may be verified by the employing entity. I hereby authorize the Presbyterian Church (U.S.A.) and the Synod of the Northeast to make any and all contacts necessary to verify my prior employment history, and to inquire concerning any criminal records or any judicial proceedings involving me as a defendant. By means of this release I also authorize any previous employer and any law enforcement agencies or judicial authorities to release any and all requested relevant information to the Synod of the Northeast and to the Presbyterian Church (U.S.A.).

I have read this release and understand fully that the information obtained may be used to deny me employment or any other type of position from the Synod of the Northeast. I also agree that I will hold harmless the employing entity or judicial authority from any and all claims, liabilities, and cause of action for the legitimate release or use of any information.

Signature \_\_\_\_\_ Witness \_\_\_\_\_

Date \_\_\_\_\_