

E-87 PARTIES AND TERMS

Parties Involved, starting with Victim/Accuser, and working up higher through the church system:



ACCUSER:

Any person, regardless of membership, alleging Sexual Misconduct by a denominational employee, volunteer or endorsed chaplain of a local entity or administration.

Accuser may also be:

- a minor's parent/guardian, or
- any other representative recognized by the Sexual Ethics Committee (SEC), or
- the legal representative of an incompetent adult.

(Victim is referred to as Accuser until allegations are substantiated.)



ACCUSED:

A denominational employee, volunteer, or endorsed chaplain who is alleged to have committed Sexual Misconduct while employed or volunteering.

(Accused is not called Perpetrator until there is determination of wrongdoing.)



Concerned Care Practitioner Pool (CCPP):

A group of trained Concerned Care Practitioners in any conference or union of the North American Division.

CCP must:

- be members of a local congregation
- be free bias/conflict of interest
- be trained in the area of sexual misconduct

WHY IT'S IMPORTANT:

Every region needs a clearly defined group of trained, compassionate, unbiased intermediaries to maintain process integrity, and protect victims from double abuse.



SEXUAL ETHICS POOL:

A group of qualified appointees, from which Sexual Ethics Committees are selected as needed.

WHY IT'S IMPORTANT:

Sexual misconduct is an explosive topic, and we have a great responsibility to accurately reflect God's character in how we respond. Decision-making by untrained, biased individuals is likely to cause additional harm.



DISCIPLINE COMMITTEE:

The group responsible for disciplining church employees or volunteers. Usually assigned by Executive Officers.

- Sexual Ethics Pool: A group of qualified appointees, from which Sexual Ethics Committees are selected as needed.

WHY IT'S IMPORTANT:

Sexual misconduct is an explosive topic, and we have a great responsibility to accurately reflect God's character in how we respond. Decision-making by untrained, biased individuals is likely to cause additional harm.



DESIGNATED OFFICERS:

Executive Officers at conference/union/division/institution, who oversee the organization or entity that employed or appointed the Accused. Usually the President, Executive Secretary, and Treasurer/CFO.

If any of these Officers is the Accused, the Designated Officers for the case will usually be those in the same roles at the next level up.

WHY IT'S IMPORTANT:

No Accused party may run its own investigation.



CONCERNED CARE PRACTITIONERS (CCP):

Trained professionals (theology, counseling, psychology, or related disciplines) who assist in the process of hearing a complaint. A CCP is encouraged to act in belief of and support toward the victim.

A CCP intermediates between Accuser and church leaders, to gather facts when an Accuser cannot or will not approach local church leaders.

WHY IT'S IMPORTANT:

Approaching a panel of church leaders who may look like the accused, can be traumatizing. We are responsible to protect from double abuse by providing trained intermediaries. Untrained fact-gatherers or victim liaisons may do more harm than good, even with best intentions.



SEXUAL ETHICS COMMITTEE:

A five-member committee appointed from the Sexual Ethics Pool (SEP) by the Designated Officers to consider complaints.

WHY IT'S IMPORTANT:

When an allegation arises, there is no time to train on sexual ethics, nor to figure out who should handle the situation. Clear, decisive preparation and training in every region should take place ahead of time, to avoid:

- being out of compliance with NAD policy,
- mishandling allegations,
- allowing perpetrators to go free, and
- driving victims away from the faith community.



SEXUAL HARASSMENT:

Any unwelcome sexual advance, request for sexual favors, and/or other verbal or physical conduct, which may include but is not limited to:

- sexually suggestive comments or jokes,
- crude language, and
- unwelcome physical contact of a sexual nature, which is:
 - Made either explicitly or implicitly a condition of employment or volunteer relationship;
 - Used as a basis to affect those relationships; and/or
 - Creates an intimidating, hostile, and/or offensive environment.

WHY IT'S IMPORTANT:

We often shrug off, ignore, or overlook interactions which are (or border on) sexual harassment. We cannot disregard sexual harassment and still glorify God.



SEXUAL MISCONDUCT:

Improper sexual behavior including any of the following:

- actual or attempted sexual contact with a minor or with any person where there exists a relationship with inequality of power;
- actual or attempted rape or sexual contact by force, threat, or intimidation;
- criminal behavior of a sexual nature;
- possession, manufacture, distribution or access with intent to view pornography.

WHY IT'S IMPORTANT:

Any relationship of a sexual nature where an imbalance of power exists, creates an environment of sexual misconduct. *(See Abuse Spectrum.)* Any sexual contact of any kind that includes manipulation, intimidation, etc — is sexual misconduct. More than physical contact must be assessed — CCP and SEC must review mental, emotional and spiritual manipulation tactics involved.