

## **Flint River Presbytery Anti-Harassment Policy**

Harassment can be expressed in several ways. One of those ways is sexual harassment. Sexual harassment as defined for the policy of the Presbyterian Church (U.S.A.) is any offense involving sexual conduct in relation to (1) any person under the age of eighteen years or anyone over the age of eighteen years without the mental capacity to consent; or (2) any person when the conduct includes force, threat, coercion, intimidation, or misuse of ordered ministry or position.

Harassment can also be expressed by persons in authority creating a hostile environment outside the definition of sexual harassment. Conversely, harassment can come from those not in authority. This is equally unacceptable. We are commanded by the Lord Jesus to love one another and hold one another up through prayer and encouragement.

It is the policy of Flint River Presbytery that no person shall engage in any form of harassment and/or unwelcome conduct by or toward any person in ordered ministry, in an elected or called position of authority, or by or toward any person within the bounds of the presbytery, including those employed by the presbytery or its member congregations. This policy includes, but is not limited to, harassing comments, behaviors, or conduct which is obvious or even perceived as harassment and includes spoken and sign language, written or electronic communication.

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Date of Adoption by Flint River Presbytery: November 4, 2023