

Free Methodist Church of North America Sexual Harassment Policy

It is the policy of the Free Methodist Church of North America that all people be treated with respect and dignity. See Free Methodist Church of North America 2007 Book of Discipline ¶¶ 3220, 3221, 3230, and 3231. Sexual harassment of or by an employee of the Free Methodist Church of North America is not tolerated. A valid complaint of sexual harassment may lead to strict disciplinary action, including termination and/or legal action. Any form of retaliation will not be tolerated. This policy is in keeping with the spirit and intent of various local, state, and federal legal prescriptions. In addition the Free Methodist Church of North America believes that sexual harassment is a violation of Biblical principles.

The Free Methodist Church of North America believes, at the same time, that a false accusation of sexual harassment is as devastating as sexual harassment and therefore, is not tolerated.

Sexual harassment can be defined as any unwelcome touching; demands for sexual favors; any sexually oriented behavior or comments which create a hostile or offensive work environment; display of sexually explicit or otherwise offensive posters, calendars, pictures, etc. inappropriate or offensive looks, gestures, touches, or other physical conduct; comments or jokes based on gender, age, race, color, sex, pregnancy, disability, religion, national origin, ethnic background, military service, marital status, citizenship, or any other protected class; and any use of the above means of sexual harassment to intimidate or be a condition of new or continued employment.

Any report of sexual harassment or false accusation of sexual harassment shall be addressed pursuant to the policies and procedures of Chapter 7 of the Free Methodist Church of North America 2007 Book of Discipline.

Any sexual harassment should immediately be reported to the local pastor, Conference Superintendent, or Willadean Duncan, Human Resources Director for the Free Methodist Church of North America.

Contact information for local pastors and Conference Superintendents can be found in the Free Methodist Church of North America *Yearbook* or at:

http://www.freemethodistchurch.org/sections/about_us/find_a_church.shtml.

Conference Superintendents' contact information can also be found at:

<http://www.freemethodistchurch.org/sections/leadership/supts/home.shtml>.

Willadean Duncan can be contacted at: Mailing Address: Free Methodist World Ministries Center, P.O. Box 535002 Indianapolis, IN 46253-5002; Physical Address: 770 North High School Road, Indianapolis, IN 46214-3756; Phone: Toll-Free (800) 342-5531, Local (317) 244-3660; Human Resources Fax: (317) 244-1503; Email: willied@fmcna.org

Please contact Willadean Duncan if you have any questions about sexual harassment or this policy.

Adopted by the Board of Administration of the Free Methodist Church of North America

April 18, 2009