DEFINITIONS

Fiduciary responsibility – exists in a pastoral relationship where there is an implied contract/covenant between cleric/employee/volunteer in a leadership position and the person seeking assistance/guidance, and charges the cleric/employee/worker with the responsibility of placing the needs of the person being served above his/her own needs.

Sexual ABUSE – sexual conduct by a cleric or other church employee or volunteer with a person who is a minor or who is legally incompetent.

Sexual HARASSMENT – unwelcome or undesired sexually oriented language, humor, behaviors, requests or contact in a situation where there is an employment, mentor, or colleague relationship between persons involved.

Sexual EXPLOITATION – a betrayal of trust in a pastoral relationship by the development or attempted development of a sexual or romantic relationship between cleric or other church worker and a person with whom there is a pastoral

or fiduciary relationship, whether or not there is apparent consent.

Pastoral relationship – a relationship between a cleric, lay church worker, employee or volunteer and ANY person to whom such a cleric or lay worker provides counseling, pastoral care, spiritual guidance, etc. or from whom a cleric or worker has received confession, confidential or privileged information, or to whom this role connotes trust.

Spiritual guidance – may be seen as teaching, preaching, liturgical, or other activity between a member of the clergy and every member of the parish at large, individually and collectively.

\* It is important to note that lay members of the church who hold leadership positions, paid or volunteer, may also be considered to exercise the power of spiritual guidance. (e.g. EFM mentor)

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Consent - TRUE and meaningful consent is achieved through mutual agreement without manipulation or coercion. Both children and adults sometimes act contrary to their natural inclinations and without true consent in relationship with one who holds a power position.

Sexual Harassment - The unwelcome sexual advances, requests for sexual favors, and other conduct of a sexual nature, verbal or physical, when it is a condition for employment, is the basis for making employment decisions, or it creates a hostile working environment. It is a form of sexual discrimination as part of the Civil Rights Act of 1964

Sexual Exploitation - a betrayal of trust in a pastoral relationship by the development or attempted development of a sexual or romantic relationship between cleric or other church worker and a person with whom there is a pastoral or fiduciary relationship, whether or not there is apparent consent.