

## Sexual Misconduct Policy Training Questions/Scenarios

Church of St Jude (Wexford) in the Anglican Diocese of Toronto

Name: \_\_\_\_\_

Title: \_\_\_\_\_

(print name)

(clergy/employee/volunteer)

Please answer the questions below and reflect on the Case Study Reflection. The answers are pages 6 and 7 of this handout, and can be found throughout the Policy. This serves as the training segment regarding the Sexual Misconduct Policy that you have read. When finished, **please sign on page 8** of the handout acknowledging you have done all the questions and understand the answers.

### #1: Policy Understanding

1. The Complainant is:

- a). the Canon Pastor
- b). the person bringing the complaint
- c). a person receiving pastoral care

2. The Respondent is:

- a). the Canon Pastor
- b). the person accused of sexual misconduct
- c). a person providing outreach ministry

3. The policy applies to (more than one answer can apply):

- a). Clergy
- b). Those providing services on church property
- c). Those providing services to the parish
- d). Parishioners at church
- e). Parish volunteers
- f). Parish employees
- g). All of the above

## #2: Consent Scenario

*Julie is a client at a church outreach program. Martin is the volunteer leader of the program. Julie is very grateful for all the help Martin has provided, and asks him to her home for dinner to thank him. Martin thanks her, but explains that as he's a volunteer, he can't interact with her unless for outreach program purposes, and even then, he would have to be accompanied by another volunteer. These rules are in place to protect her privacy and safety. Martin asks if she understands, yet Julie is disappointed.*

1. In this scenario, can both people consent?

- a). Yes
- b). No

2. Who is responsible to maintain boundaries between the two of them? (More than one answer can apply.)

- a). Julie
- b). Martin
- c). Both Julie and Martin
- d). The person in charge of this ministry

## Case Study Reflection: Sexual Harassment

*You are a member of a parish interview panel looking for a new Youth Worker.*

*As the first applicant enters the room one of the other interviewers invites the individual to "park their cute little behind" on the vacant chair and then goes on to tell a rather inappropriate joke.*

*No one laughs at the joke and there is an uncomfortable silence in the room.*

- What actions should be taken?
- Should the interview continue?
- Is the candidate free to stop the interview?
- Will they be at their best?
- If they are hired how will this impact their ministry?
  - Can create difficulty in the future relationship between the youth worker and interviewer. Can create a hostile work environment that impacts their performance.
- If they are not hired what are the risks for the parish?
  - Unless there is a documented reason they were not selected, the parish could face a Human Rights Complaint, a Ministry of Labour complaint, or legal action.

### #3: Sexual Exploitation

1. What are some of the implications for the parish if a relationship happened between an adult and a professional person, cleric or anyone in a position of authority, trust or power over **that adult**? (More than one answer can apply.)

- a). Perception of favouritism
- b). Sexual exploitation
- c). Broken ministry/work relationships
- d). Broken trust in the leader
- e). Conflict of interest
- f). All of the above

### #4: Sexual Exploitation Scenario

*Jim asks to speak to the incumbent of his parish privately. Jim was offered the position of Rector's Warden, but informs the priest that he is dating the parish administrator, Linda. The priest explains that wardens are in fact the employers of parish employees, so if he became Rector's Warden while dating an employee – Linda – that would put him in a conflict of interest. Jim cannot be a warden while engaged in this type of relationship. The priest then asks if there is another role Jim would be interested in taking.*

*Consider the following: why does a Churchwarden have power? Why could this become sexual exploitation? Who is responsible to maintain boundaries?*

1. In this scenario, why does the Churchwarden have power? (More than one answer can apply.)

- a). They are the employer
- b). They can make hiring, firing and pay decisions
- c). All of the above

2. In this scenario, why could this situation between Jim, the potential warden, and Linda, the parish administrator, become sexual exploitation? (More than one answer can apply.)

- a). The administrator could not freely give consent
- b). There is a fiduciary relationship
- c). All of the above

3. In this scenario, who is responsible to maintain boundaries? (More than one answer can apply.)

- a). Churchwarden
- b). Incumbent (priest)
- c). Administrator
- d). All of the above

## #5: Sexual Assault Scenario

*The head of a children's teaching ministry is working at her desk in the parish, when a teacher enters in a panic. She said that a child told her about something that could be sexual misconduct. The child is safe, but the teacher is unsure what next to do. The head of the ministry states that the Children's Aid Society is to be called first. After speaking to Children's Aid, the Canon Pastor is to be contacted next. The head of the ministry says that both her and the teacher need to start taking notes as to what has happened and the steps they are taking.*

*Consider the following: who do you contact first in such a situation? Whose role is it to determine if assault has occurred? What else can you do?*

1. Who is the first person you contact if you suspect child abuse?

- a). Canon Pastor
- b). Children's Aid Society (CAS)/Police
- c). Child's family
- d). A Bishop

2. Whose role is it to determine if assault has occurred on a child? (More than one answer can apply.)

- a). Canon Pastor
- b). Children's Aid Society (CAS)
- c). Child's Family
- d). Police
- e). A Bishop

3. If you suspect child assault, what else can you do?

- a). Take thorough notes
- b). Follow the guidance of Children's Aid Society
- c). Contact the Canon Pastor
- d). Maintain confidentiality
- e). All of the above

## #6: Prevention Scenario

*An organist is waiting for a child and his mother to give her son a music lesson in the sanctuary. The mother says she has to run an errand and although acknowledging it's against the rules, she asks to leave her son with the organist. The organist apologizes but reiterates that it's their church policy that he cannot be alone with a student under the age of 18, and that a parent needs to be present. He offers to reschedule the lesson, and the mother agrees.*

*Consider the following: why is it "against the rules" to do what the mother is asking? What other rules could your parish put in place as good prevention measures?*

1. Why is it "against the rules" for the organist to be alone with the student? (More than one answer can apply.)

- a). The Sexual Misconduct Policy forbids it
- b). The parish has made this a policy
- c). It is a good practice

2. What other ministries could your parish put additional rules in place for? (More than one answer can apply.)

- a). Sunday School
- b). Youth ministry
- c). Vacation Bible School
- d). Pastoral Visiting
- e). Any ministry with children or vulnerable adults
- f). All of the above

## Answers

### #1: Policy Understanding

1. The Complainant is: **B**
  - b). the person bringing the complaint
2. The Respondent is: **B**
  - b). the person accused of sexual misconduct
3. The policy applies to (more than one answer can apply): **G**
  - g). All of the above

### #2: Consent Scenario

1. In this scenario, can both people consent? **B**
  - b). No
2. Who is responsible to maintain boundaries between the two of them? (More than one answer can apply.) **B and D**
  - b). Martin
  - d). The person in charge of this ministry

### #3: Sexual Exploitation

1. What are some of the implications for the parish if a relationship happened between an adult and a professional person, cleric or anyone in a position of authority, trust or power over **that adult**? (More than one answer can apply.) **F**
  - f). All of the above

### #4: Sexual Exploitation Scenario

1. In this scenario, why does the Churchwarden have power? (More than one answer can apply.) **C**
  - c). All of the above

2. In this scenario, why could this situation between Jim, the potential warden, and Linda, the parish administrator, become sexual exploitation? (More than one answer can apply.) **C**

c). All of the above

3. In this scenario, who is responsible to maintain boundaries? (More than one answer can apply.) **A and B**

a). Churchwarden

b). Incumbent (priest)

#### **#5: Sexual Assault Scenario**

1. Who is the first person you contact if you suspect child abuse? **B**

b). Children's Aid Society (CAS)/Police

2. Whose role is it to determine if assault has occurred on a child? (More than one answer can apply.) **B and D**

b). Children's Aid Society (CAS)

d). Police

3. If you suspect child assault, what else can you do? **E**

e). All of the above

#### **#6: Prevention Scenario**

1. Why is it "against the rules" for the organist to be alone with the student? (More than one answer can apply.) **B and C**

b). The parish has made this a policy

c). It is a good practice

2. What other ministries could your parish put additional rules in place for? (More than one answer can apply.) **F**

f). All of the above

**I declare I have done all the questions to the best of my ability and understand their contents and their answers.**

Signature: \_\_\_\_\_

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

**Instructions:** Please return this handout to the parish office secretary along with your acknowledgement form.