

COVENANT FOR SEXUAL RESPONSIBILITY

For the purposes of this Covenant, I, the undersigned, understand that the Diocese of Alabama defines sexual misconduct in the following manner:

Abuse Sexual abuse or sexual molestation of any person, including but not limited to, any sexual involvement, sexual activity, or sexual contact with a person who is a minor or who is legally incompetent.

Harassment Sexually oriented humor or language, questions or comments about sexual behavior or preference, unwelcome or undesired physical contact, inappropriate comments about clothing or physical appearance, or repeated requests for social engagements, in a situation where there is an employment, mentor, or colleague relationship between the persons involved.

Exploitation The development, or the attempted development, of a sexual or romantic relationship between a cleric or other church worker and a person with whom he/she has a pastoral and fiduciary relationship, whether or not there is apparent consent from the individual.

Pastoral relationship means: A relationship between a cleric, employee, or volunteer and any person to whom such cleric, employee, or volunteer provides pastoral counseling, pastoral care, spiritual direction, or spiritual guidance or for whom such cleric employee or volunteer has received confession or confidential or privileged information.

I understand that the Diocese of Alabama prohibits sexual misconduct and sexual coercion, or sexual exploitation of children or adults while I minister in any institution related to the Diocese of Alabama, regardless of whether I work as a paid employee or volunteer.

I understand that if I engage in such behavior I will be subject to a disciplinary process which may include legal action. I agree to fully participate in that process. Further, I acknowledge that such process may result in termination of employment and, if ordained, inhibition, suspension or deposition according to the Canons of the Episcopal Church.

I acknowledge that I have received the Diocese of Alabama's policy on Sexual Conduct. I understand it and agree to abide by it.

Signature

Print or Type Full Name

Date

All church workers who regularly supervise children's and youth activities with the exception of uncompensated Sunday School teachers who work with children/youth only during public church school hours and in places where other adults are routinely present must agree to a background check before beginning work or ministry. To request a check contact the office of the Deputy for Finance and Administration in the Diocesan Office (Carpenter House).

- This Covenant must be signed and returned to the Bishop of Alabama by any and all clergy, regardless of canonical status, functioning in this Diocese. For lay church workers the document shall be kept on file in the parish office.
- This Covenant must be signed and returned to the Bishop of Alabama prior to the granting of any status by any and all aspirants to Holy Orders in the Diocese of Alabama.

This Covenant must be signed by all other church workers, including but not limited to, and without regard to compensated or volunteer service: vestry members, maintenance personnel, youth workers, "day school" teachers and aides, leaders of "outside" youth group using church facilities, and all other persons who work singularly or in an unsupervised capacity with children/youth. Such documents must be kept on file and submitted to the Bishop of Alabama on demand. Failure to produce this document on a specified individual could result in a loss of insurance coverage and/or other action.