

Northview Community Church's **Sexual Conduct Policy**

Guiding Principles

Inasmuch as no policy can perfectly cover all potential scenarios, we will endeavour to follow these principles in any situation:

1. The person reporting is always believed.
2. Care and support of the person(s) involved is the committee's first priority.
3. The person reporting is totally in charge of all action taken.
4. The committee's role includes:
 - Gathering information as appropriate
 - Channeling concerns to appropriate bodies for further action
 - Provision of resource support to all parties
 - Keeping of proper documentation
5. The committee will provide support and care to all committee members as they carry out all committee tasks. Regular checking and debriefs will be a part of committee function.
6. Utmost confidentiality is to be observed in all situations. Only the chairperson, or their designate, will communicate outside the committee.
7. In all cases, err on the side of grace.

A Theology for Good Sexual Conduct

Sin and its effects are not just personal and do not only mar relationship between ourselves and God. Sin is social and it effects the way human beings relate to one another. One particular area affected by sin is sexual conduct. Human beings under the power of sin now use sexual conduct, not for the good of one another or for the glory of God, but for self-satisfying ways that lead to violence and exploitation.

It is such harmful behaviour that is put to death in the flesh of Jesus on the cross. And, it is restored agape love that is instituted in its place in Christ's resurrection. Therefore, as members of Christ's body, the church, we strive to live into such Christ-like love for one another. But, we also seek to end the harmful misconduct that sin can produce in our relationships. To that end the following policy and procedures document is an attempt to give a framework to live out our renewed sexual conduct in a Christ-like manner.

Policy

The unfortunate reality is that too often people, and particularly people of power and position, have taken advantage and have hurt those entrusted to their care in the church. The community of Jesus followers and the buildings they meet in should be safe for all people, especially people who are vulnerable. One area in particular that stands out is sexual (mis)conduct. Sexual misconduct is a type of violence that uses power, control, and/or intimidation over another (see Appendix A for specific examples). Jesus's people should never engage in any form of sexual misconduct. This document sets out Northview's policy for proper sexual conduct.

At Northview Community Church we are taking concrete steps to prevent sexual misconduct from being committed by our people or in our building. This document outlines:

1. Our stance against such misconduct
2. The steps to prevent it
3. The method of reporting it
4. The steps to be taken when a report is made

Prevention

Dethroning Power

No one is above question or reproach. This includes, in particular, pastors who too often have been protected from accountability for their actions. We want everyone at Northview—especially women and children who are typically targeted—to know that they should never be treated with any form of sexual misconduct by anyone. Everyone has a right to question anyone’s conduct and/or motives, to say “no” to unwanted attention of any kind, and to report any incidents no matter who is involved. Individuals can and should still report even if they did not report initially.

Taking Action

Our job is to act every time sexual misconduct is reported. The SCC will address allegations with seriousness every time, giving the person reporting the benefit of the doubt. We will take the reports at face value and not justify or minimize the reported behaviour.

Pastoral Formation

Northview Community Church will think of, speak to, and treat pastors as real people who struggle with sin. As such, pastors may knowingly and unknowingly act inappropriately towards people. Therefore we are going to form our pastors to be safe by taking the following actions:

- Our pastors will take training focused on preventing sexual misconduct once every two years.
- Our pastors should meet regularly with an accountability partner to confess sin and to discuss struggles with sexual conduct.
- Northview will provide financial assistance, as requested, to any pastor for counselling. This will provide support so they can carry out their ministry without engaging in sexual misconduct.
- The pastoral team will develop a culture of openness among themselves. Pastors should speak to one another if they see any signs of concern.
- Those in leadership at Northview should be praying for the sexual health of the pastoral staff especially. This should include public times of prayer as this will help develop the culture of accountability and honesty we are seeking.

Structures

We will also have these other structures in place to help people to be safe at Northview:

- Everyone will know our policy. Just as we communicate our mission, vision, and values we should also communicate regarding our position against sexual misconduct publicly and frequently. We will ensure that everyone at Northview has access to this document. It will be added to our website, our information desk, and our Welcome Package.
- Our building space will be safe for everyone. We will continue to change our facilities to promote visibility. For example, potentially dark places will have lights that turn on with motion. Pastors’ offices and studies will have windows in the doors.
- The SCC will include at least one staff person, one board person, and one layperson. This committee will be made up of at least fifty percent female members, and reflect a variety of ages when possible. The SCC should have a minimum of four people and a maximum of six.
- SCC members will receive training every two years on how to follow up and deal with reports of misconduct, as well as how to support victims.

Procedure

- This procedure applies to persons 18 years old and above. Any incident(s) involving a person under the age of 18 must be referred to Northview's Child and Youth Protection policy team: CYPP@northview.sk.ca.
- Anyone at Northview who has experienced an incident(s) should report to our response team: northviewregina.scc@gmail.com. A person can also report to any individual member of the SCC. Anyone within Northview who becomes aware of a situation should contact the team rather than attempt to deal with the situation themselves.
- If those who have experienced an incident(s) desire that the police or another agency be notified, the SCC will support them to do so right away and cooperate completely with any official investigation. If the person does not wish to involve the police, the SCC will use their best wisdom to provide information about relevant resources they may choose to access at a later time. However, the SCC will not pressure or override a person's desire, as we do not want to traumatize or victimize them further.
- Reported incidents will be put into writing at the earliest opportunity. Members of the SCC will meet with the person reporting to gather details of the incident(s) and offer support. All actions will be documented and will include:
 1. A description of the incident(s), as provided by the reporter
 2. The names of those involved in the incident(s)
 3. Where applicable, if a report has been made to local authorities, the date and time this report was made, and the names and badge numbers of any police officers involved, as well as the number of any police reports
 4. Any guidance or recommendations from local authorities
 5. Where applicable if a report has to be made to the FMCiC, the date and time of this report and any direction or guidance provided by the FMCiC
 6. Any next steps that need to be taken by the committee
 7. The names of those present during the report, as well as the date and time the report was made to the committee. All documentation will be kept confidential and will be securely stored at a third-party location
- At the direction of the reporter and with permission the SCC will obtain copies of any documents such as emails, texts, or social media posts if they pertain to the details of the incident(s). Also, with permission, they will interview and document witnesses. Again, all documentation will be kept confidential and will be securely stored at a third-party location.
- The lead pastor will be notified by the SCC leader immediately. If the lead pastor is involved in the allegation, then the board chair will be notified as well as the Director of Church Health and Leadership for the FMCiC.
- Following the procedures to be developed, the SCC will meet with anyone against whom an allegation is made. If the allegation is made anonymously, the SCC will meet with the person implicated to discuss details and will follow the above procedural steps.

- Northview's board will be kept informed regarding any incidents and ongoing developments. Any information that is shared with the board will be de-identified in order to protect the confidentiality of the person reporting.

Appendix A

Sexual misconduct encapsulates all types of sexual violence including sexual harassment, sexual assault, intimate partner violence, and stalking (1). While this document does not attempt to be exhaustive, its purpose is to demonstrate the varied ways in which sexual misconduct may occur. It is important to remember that sexual misconduct can be overtly sexual in nature, as well as more subtle, and sometimes even perceived as being harmless by those encountering it. This does not, however, discount the seriousness of these actions and their impact on those affected.

Sexual harassment is the most diverse category of sexual misconduct. Sexual harassment can be both carried out physically and verbally and can cause physical, emotional, and psychological harm (2; 3). Sexual harassment occurs when the behaviour and actions being carried out toward someone else are unwanted (2; 3).

Examples of sexual harassment include:

- Forcing someone to hug you or any other unwanted touch. (This touch may not be to a sexual body part, however, if unwanted is still considered sexual harassment)
- Using language which is sexual in nature
- Staring at someone
- Showing pornography to or sharing pornography with others
- Making jokes which are sexual in nature
- Pressuring someone to go on a date or be sexually intimate with you
- Discussing sexual activities with others
- Sending sexual messages to others through texting, social media, and email
- Making a sexual gesture (2; 3)

Sexual assault occurs when someone experiences sexual contact without giving their consent (4; 5). In the case of sexual assault, this physical contact must be with sexual body parts (4; 5).

Examples of sexual assault include:

- Rape and attempted rape
- Unwanted kissing
- Sexual touching which is unwanted (4; 5)

Intimate partner violence is sexual misconduct that occurs within the confines of an established relationship (6). This relationship can include marriage, dating, or cohabitation (6). Perpetrators of intimate partner violence behave in ways that work to ensure the powerlessness of their partners (6). The abuses included under intimate partner violence are diverse, however, all can cause considerable harm to those who experience this mistreatment (6).

Examples of intimate partner violence include:

- Emotional abuse includes name-calling, a lack of trust, possessiveness, and surveillance

- Psychological abuse includes isolation from loved ones and community and threatening to harm those you love
- Financial abuse includes not allowing one to work or earn money and a lack of control over finances
- Physical abuse includes pushing, slapping, choking, throwing objects when angry, abandonment, threatening to or actually causing harm with a weapon, locking one in their home, and limiting one's ability to call for help
- Sexual abuse includes expressing jealousy, suspicion of infidelity, a requirement to dress sexually, forcing one to have sex, sexual insults, and physical harm during or as a result of sex (6)

Stalking can be considered sexual misconduct, with the perpetrator's behaviour aiming to make another uncomfortable or to feel unsafe (6). The issue of sexual-related stalking tends to get worse over time (6).

Examples of stalking include:

- Repeated calling
- Sending undesired gifts or letters
- Monitoring people at their homes, places of work, and throughout their daily lives (6)

Sources:

1. <https://www.clark.edu/about/governance/policies-procedures/title-IX/what-is-sexual-misconduct.php#:~:text=Sexual%20misconduct%20is%20a%20type,%2C%20dating%20violence%2C%20and%20stalking>
2. <https://www.ohrc.on.ca/en/policy-preventing-sexual-and-gender-based-harassment/2-identifying-sexual-harassment>
3. <https://www.sace.ca/learn/what-is-sexual-harassment/#:~:text=Sexual%20harassment%20is%20any%20unwanted,%2C%20embarrassed%2C%20uncomfortable%20or%20ashamed>
4. <https://www.sace.ca/learn/what-is-sexual-assault/>
5. <https://www.rainn.org/articles/sexual-assault>
6. <https://www.un.org/en/coronavirus/what-is-domestic-abuse>

Appendix B

Resources

Family Service Regina

<https://familyserviceregina.com>

306-757-6675

email: info@familyserviceregina.com

Individual and family support – counselling and groups. Support regarding intimate partner violence (domestic violence outreach program)

Help Lines

Regina Sexual Assault Crisis and Information Line 306-352-0434

Mobile Crisis 306-757-0127

Canadian Centre to End Human Trafficking Hotline 1-833-900-1010

Crisis and Suicide Number 306-525-5333

Kids Help Phone Crisis Line 1-800-668-6868, or text “HOME” to 686868

Crisis Response Team 306-766-7800

PATH (Provincial Association of Transition Houses and Services of SK)

<https://pathssk.org/>

Regina Sexual Assault Centre

www.reginalsexualassaultcentre.ca

Office Phone: (306) 522-2777

Crisis/ Information Line: (306) 352-0434

Email: rsac@sasktel.net

Regina Mental Health Clinic

306-766-7800

Offers counselling as well as crisis support

Safe Shelters

Isabel Johnson Shelter (24 hours)	306-525-2141
My Aunt's Place – YWCA	306-525-2141
Regina Transition House (24 hours)	306-569-2292
SOFIA House (second stage housing)	306-565-2537
Wichihik iskwik Safe House (24 hours)	306-543-0493
Salvation Army Waterston Shelter (men only)	306-569-6088

The Caring Place

www.thecaringplace.ca

306-347-CARE (2273)

Email: tcp@myaccess.ca

Individual counselling and group support. Offers a sliding scale for cost of services.

Sexual Assault Support Group – every second Saturday of the month (Free)

Victim Service

Regina Police Service 306-777-8660

Regina Sexual Assault Centre
1830 MacKay Street, Regina, SK S4N 6R4
Phone: 306-522-2777 Fax: 306-522-5070
24-hour Sexual Assault Line: 306-352-0434

Street Worker's Advocacy Project
1355 Albert Street, Regina, SK S4R 2R6
Phone: 306-525-1722 Fax: 306-525-0641

Regina Children's Justice Centre
2212 Scarth Street, Regina, SK S4P 2J6
Phone: 306-787-0553 Fax: 306-787-0562

Safety Planning

myPlan (safety planning app) available on IOS, Android, and on internet browser

Pet Support

Safe Places - Regina Humane Society

Provides safe shelter for pets fleeing situations of violence, without the need to permanently surrender

Service available 24 hours a day, 7 days a week

Phone: 306-543-6363, ext 244

Between the hours of 6 pm and 10 am, contact Regina City Police at 306-777-6500

Planned Parenthood

Regina Office: 306-522-0902

Email: admin.ppr@sasktel.net

Website: plannedparenthoodregina.com

Planned Parenthood Regina provides timely, safe, confidential health services. These include: pregnancy tests, pregnancy options counselling, STI & STD testing and treatment, pap smear tests, birth control options counselling, emergency contraception, reduced-cost birth control options and many other services. Planned Parenthood also provides comprehensive sexual health education services, crisis counselling, and sexual health counselling.

The Listen Project

Office Phone: 306-974-3333

Toll Free: 1(855) 258-9415

Email: Listen@plea.org

Website: listen.plea.org

If you are a survivor of sexual violence that took place in Saskatchewan you can receive 2 hours of free legal advice. The incident does not need to have been reported to the police. The program is available to individuals of any age, gender, regardless of income. It doesn't matter how long ago the incident occurred.

Saskatchewan Human Rights Commission

Office Phone: 1-306-933-5952

Toll Free: 1(800) 667-9249

Email: shrc@gov.sk.ca

Website: saskatchewanhumanrights.ca

If you are experiencing sexual harassment you can file a formal complaint with the Saskatchewan Human Rights Commission. They also provide information about your rights and offer resources for individuals and employers.

NeedHelpNow

Website: needhelpnow.ca

NeedHelpNow helps youth in removing non-consensual sharing of sexual images on the internet. Offers youth assistance getting photos removed, dealing with peers, emotional support, the law and reporting, as well as providing information to parents.

Cybertip

Website: cybertip.ca

Cybertip is a place for Canadians to turn to for help with concerns about shared intimate images, online luring, and other areas involving child victimisation on the internet. Cybertip also offers support to children and families effected by online non-consensual intimate image sharing.

Police and Crisis Team (PACT)

Crisis Line 1(306) 777-8604

Website: reginapolice.ca/pact

PACT is a team made up of Police and Social Workers who respond to emergency mental health crisis. They offer safety and support in de-escalating mental health crisis and referring individuals to further supports.

Appendix C

Northview Community Church Incident Reporting Form Sexual Misconduct Adult

Name of Reporter:
Name of Receiver(s):

Date:
Time:

Name(s) of those involved in the incident:

Description of incident(s):

Has the incident(s) reported to the local authorities?

*This form is to be used by adults only (18 years and older)

If yes:

When was this reported?

Attending Officer:

Badge Number:

Police Report Number:

Please indicate below any guidance and/or recommendations from the local authorities:

As a part of the Sexual Conduct Policy, it is required to report this incident to the FMCiC National Board when a staff member is reported to have been involved. Document below the process of reporting to FMCiC.

Reported to:

Date:

Time:

Indicate the direction and guidance provided by FMCiC:

Signature of Reporter

Signature of Receiver

*This form is to be used by adults only (18 years and older)