

Grace Lutheran Church
Prevention of Sexual Harassment Policy

At Grace Lutheran Church (GLC), we believe everyone is a beloved child of God. As such, everyone, regardless of age, race, gender, gender identity, sexual orientation, or socioeconomic status, deserves to be treated with respect and dignity at all times. In particular, we will not tolerate sexual harassment of anyone, in any form, at any time.

Sexual harassment is prohibited at GLC. Such behavior, by any individual, whether a church employee, a church member, or a visitor, or anyone who knowingly allows such behavior to continue, will not be tolerated.

Specifically, the following are considered prohibited behaviors:

- Unwanted physical contact,
- Unwelcome sexual advances,
- Requests for sexual favors,
- Repeated sexual innuendos, sexual epithets, derogatory slurs, off-color jokes,
- Written notes or e-mails containing sexual jokes or other references of a sexual nature,
- Derogatory posters, cartoons or drawings,
- Suggestive objects or pictures,
- Graphic commentaries; leering; or obscene gestures,
- Making or threatening reprisals to an individual who opposes, objects to or complains about sexual harassment,
- Possession of inappropriate material of a sexual nature in the Church.

GLC will not take any action in retaliation against any GLC member or employee who, in good faith and with a genuine belief that he/she has been sexually harassed, brings or voices a complaint pursuant to this Policy or otherwise opposes sexual harassment. In addition, the Church will not tolerate any retaliatory acts by other individuals.

If you believe you have been the victim of any form of sexual harassment or retaliation, you should promptly give notice of your complaint, to one or more of the following:

1. Pastor
2. Council President
3. Council Vice-President
4. Council Secretary
5. Bishop of the Virginia Synod of the ELCA

For congregational contacts, call (757) 420-4704.
To contact the Bishop, call (540) 389-1000.

Adopted by the Grace Lutheran Church Congregational Council on February 13, 2018.