

POLICY AGAINST SEXUAL HARASSMENT ADOPTED BY COUNCIL ON 8.21.2011



Lutheran Church of the Resurrection of Marietta, Georgia is committed to providing a professional work environment free of discriminatory intimidation or harassment. In keeping with this commitment, Lutheran Church of the Resurrection maintains a strict policy prohibiting sexual harassment. This policy applies to all of Lutheran Church of the Resurrection's employees, as well as Lutheran Church of the Resurrection's pastor(s), intern, all ministry leaders, all members and constituents. Furthermore, it prohibits harassment in any form, including verbal, physical, and visual harassment.

Sexual harassment includes, but is not limited to, making unwanted sexual advances and requests for sexual favors where either (1) submission to such conduct is made an explicit or implicit term or condition of employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decision affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. The pastor(s), intern, employees, ministry leaders, lay members or constituents who violate this policy will be subjected to discipline.

The Congregation Council designates the Vice President and Staff Human Resources Team Leader as the persons responsible for handling harassment and discrimination complaints and investigations.

Any person who believes he or she has been harassed by a pastor, intern, coworker, ministry leader, member, constituent or any representative of Lutheran Church of the Resurrection should promptly report the facts of the incident or incidents and the names of the individuals involved to the designated congregational officer(s). Allegations involving any person rostered in the Evangelical Lutheran Church in America shall be reported to the synod. Allegations involving the supervising pastor or intern shall be reported to the Director of Internship at the seminary. Concern and complaints should be lodged without fear of reprisal. The designated congregational officer(s) will investigate all such claims and take appropriate disciplinary action.

If you have questions concerning this policy, please feel free to contact the pastor, the president or the designated congregational officer(s) at your convenience.