

R2017-06: Sexual Harassment Policy Review and Implementation of Specific Training Programs

Resolved, that the Diocese of Southern Ohio recognizes that societal changes through the use of social media have brought increased attention to the devastating acts of sexual harassment in a variety of contexts including the workplace, church, and society, *and be it further*

Resolved, that the Bishop of the Diocese of Southern Ohio create a representative task force to: (1) evaluate current sexual harassment policy contained within the Safe Church Training program for effectiveness and (2) develop specific training and listening programs on sexual harassment to raise awareness and encourage appropriate behaviors, *and be it further*

Resolved, that at a minimum a report regarding compliance with this resolution is presented at the 144th Diocesan Convention.

Explanation

Now is the time to speak up for social change. Sexual harassment is not about sex; it is about power and the exploitation of a power differential. 2 In our Baptismal covenant, we are called to “renounce evil powers of this world which corrupt and destroy the creatures of God.” (BCP, 302). The church has been called to “persevere in resisting evil, strive for justice and peace among all people, and to respect the dignity of every human being” (BCP, 304). Sexual harassment uses power and privilege to objectify human relationships which perpetuate injustice. 3 It continues to be pervasive in society particularly in the workplace. The church, as the “pillar and ground of truth” is called to carry out its mission of reconciliation and “the proclamation of the Gospel by promoting justice, peace, and love” (BCP, 855). As part of the Evangelism component of the Jesus Movement, the church can taking a leading role in preventing sexual harassment and bringing healing and justice for victims by modeling behaviors that exemplify the teachings of Christ.

Impact on Budget

\$500 for the meeting and administrative costs of the Task Force

Presented By:

The Rt. Rev. Bavi Edna “Nedi” Rivera, Assisting Bishop, Diocese of Southern Ohio

The Very Rev. Gail E. Greenwell, Christ Church Cathedral

The Rev. Canon Manoj M. Zacharia, Christ Church Cathedral

The Rev. Noel Julnes-Dehner, Christ Church Cathedral

The Rev. Sallie Schisler, Christ Church, Ironton

The Rev. Sandra Kidd, Christ Church, Ironton

The Rev. Lee Anne Reat, St. John's Columbus

The Rev. Irene Miller Radcliff, St. Philip, Columbus

Rhonda Yeager, All Saints, Portsmouth

Nancy Schwartz, St. Timothy's, Anderson

Anne Housholder, Church of the Redeemer, Hyde Park

Deb Hagerty, Christ Church, Ironton

Patricia Carey, Christ Church Cathedral

Kathy Mank, Diocesan Women's Ministries Coordinator

Notes:

1. "Thoughts on "Me, too" and the communion of saints", The Rev. Anna B. Olson, Episcopal Church Foundation blog, Oct. 24, 2017 and The Click Moment: How The Weinstein Scandal Unleashed a Tsunami, The New York Times, Nov 5, 2017, Jessica Bennett

2. It's Time to Speak Up about Sexual Harassment in the Workplace", Editorial, Investment News, Oct. 28, 2017
3. Message from the Bishop, Oct. 31, 2017, The Rt. Rev. Thomas E. Breidenthal, Bishop of the Diocese of Southern Ohio

Scholarly Sociological Articles Reviewed:

1. Sexual Harassment in Organizational Context, Work and Occupations, Volume 35, Number 3, August 2008 – Lindsey Joyce Chamberlain, The Ohio State University, Martha Crowley, North Carolina State University, Daniel Tope, Florida State University, Randy Hodson, The Ohio State University
 2. Power, Status, and Abuse At Work: General and Sexual Harassment Compared – The Sociological Quarterly 50 (2009), Steven H. Lopez, Randy Hodson and Vincent J. Roscigno, Ohio State University
- Men, Masculinity, and Manhood Acts, Annual Reviews, Sociol. 2009, Douglas Schrock, Florida State University and Michael Schwalbe, North Carolina State University