

INTRODUCTION

In the beginning when God created humanity, God created us Male and Female. While relationships between men and women have been marred by sin, the members of this community of Christ seek to exemplify the restoration of holiness and care in all their dealings with one another as they attempt to live out being that new community. Converge North Central (CNC) is a Christian organization of men and women engaged in service for their Creator, who would hope to embody this ideal. Jesus commands us to treat one another as we would want to be treated ourselves. He confirms this by stating that what we do to one another, we are doing to Him. Sexual Harassment (an abuse of both sexuality and power) is destructive to our effort to become with one another one restored community in Christ. Moreover, it is contrary to Christ's call to servanthood and to our understanding of the sanctity of life. Beyond being illegal, sexual harassment strikes at the heart of what we consider to be moral and just.

CNC's policy and procedures for dealing with sexual harassment have been designed to ensure the freedom of every employee – while protecting the rights of all.

POLICY

Converge North Central (hereafter referred to as CNC) is committed to a consistent effort towards maintaining a Christ-centered community free of sexual harassment and all forms of sexual intimidation and exploitation. In its goal to create a work environment for all employees which is fair and free of coercion, CNC has adopted a sexual

1. Sexually oriented verbal kidding or use of nicknames, insults, or explicit remarks of a sexual nature;

a.

- a. If it does not, the compliance officer will meet with the complainant to discuss the content and results of meeting with the alleged harasser and to further explore options for resolution.
- b. In cases where such a meeting(s) between the complainant and the alleged harasser

9. Within five (5) working days of receiving the recommendation(s), the Compliance Officer shall forward the recommendation to the Executive Minister who shall make the final decision. The Executive Minister will be responsible for the written notification to all parties.
10. The Compliance Officer will be involved in monitoring the implementation of any actions specified in the final decision.
11. Infractions of C