

Policy Prohibiting Harassment¹

Harassment means physical or verbal behaviors against a member, volunteer or employee in the church that are unwelcome or should be known to be unwelcome.

For example, harassment occurs when someone:

- makes unwelcome remarks or jokes about your race, beliefs/religion², sex, age, sexual orientation, gender identity, disability or any other of the prohibited grounds of discrimination, which may vary by location³;
- threatens or intimidates you because of your race, beliefs/religion, sex, age, sexual orientation, gender identity, disability or any other of the prohibited grounds of discrimination;
- makes unwelcome physical contact with you, such as touching, patting or pinching.

Generally, harassment is a behavior that persists over time. However, serious one-time incidents can also create a “poisoned environment” and be considered harassment.

In the context of employment within the church, conduct is considered harassment if it creates a hostile, intimidating or offensive work environment or unreasonably interferes with an employee’s work performance.

¹ Taken from *Policy and Procedures for Addressing harassment in the Church*, Presbyterian Church of Canada, 2021; https://presbyterian.ca/wp-content/uploads/2021_Policy-and-Procedures-for-Addressing-Harassment-in-the-Church.pdf

² Inserted “beliefs/” prior to “religion” in all examples

³ “province to province” rather than “by region” in the original