



Lawton First Assembly Covenant for Sexual Responsibility

Lawton First Assembly (“Church”) is committed to ensuring that all employees and members feel safe in the church, and therefore will take reasonable steps to prevent sexual discrimination or harassment from occurring. This policy applies to all Church staff members, volunteers, and vendors/contractors.

Sexual Harassment

Guidelines established by the Equal Employment Opportunity Commission define sexual harassment as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly a term or condition of any individual’s employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment.

Some examples of such prohibited behavior include, but are not limited to:

1. Threats, intimidation, or abuse and inappropriate jokes or teasing;
2. Offensive sexual comments, unwelcome touching, or unwanted sexual advances; or
3. Displaying or transmitting offensive jokes, posters, cartoons, pictures, emails, or songs.

Complaint Procedure

If you feel you have experienced or witnessed any conduct that violates this policy, you are expected and required to report it to your immediate supervisor or ministry leader. If for any reason you are uncomfortable speaking with these people regarding the complaint, you are encouraged and expected to discuss the complaint with any pastor or Church Board member.

Covenant for Sexual Responsibility Agreement

I will abstain from any contact or behavior that constitutes sexual abuse, sexual exploitation or sexual harassment of minors or adults while I minister in any function or capacity as related to the Church whether I work as a paid employee or volunteer.

Signature

Date

Printed Name

Approved & adopted by vote of the Board of Lawton First Assembly on the 13th day of February 2019.

By: 

Board Secretary