

The GOD'S CHILD Project
Positive Sexual Conduct Policy
For All Team Members, Directors, and Participants

The GOD'S CHILD Project (GCP) expects its volunteers, employees, Board members, children, and other participants to honor God's intention with regard to the gift of sexuality.

Therefore, responsible participants are aware that inappropriate sexual activity abuses the power and authority of our educational and developmental roles, is contrary to our principles, and is outside the scope of the duties of our vocation and participation. All participants of The GOD'S CHILD Project must comply with applicable state, local and national laws regarding actual, alleged, or suspected sexual misconduct and harassment, and with the procedures outlined within this program.

Sexual misconduct is 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 another individual's participation in the program, (2) participation decisions affect such individual, (3) such conduct has the purpose of affecting or unreasonably interfering with an individual's work performance or (4) when it creates an intimidating, hostile, or offensive working environment.

Categories of harassment and/or misconduct are: (a) uninvited letters, telephone calls, visits, or materials of a sexual nature; (b) uninvited sexually aggressive looks, touches or gestures; (c) uninvited pressure for sexual favors, (d) uninvited pressure for dates; (e) uninvited sexual teasing, jokes, remarks or questions, or suggestions that indicate that women or men should not hold certain positions because they are not capable of carrying out certain functions; (f) dating or intimate sexual relationships between those who are employees or volunteers and those who are recipients of the services the programs provide; (g) sexual conduct or molestation of any type with a child; and (h) attempted or actual rape or sexual assault.

Any such conduct is expressly harmful to both the work environment and the core of our mission, and should be reported immediately and without hesitation to the Executive Director and/or Human Resources Officer.

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Adopted August 1, 2001