

What is sexual misconduct?

Sexual harassment is engaging in a course of vexatious comment or conduct because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome or making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the other and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Sexual exploitation is any form of sexual contact or invitation to sexual contact, with an adult by a professional person, cleric or anyone in a position of authority, trust or power over that adult whether or not there is consent from the individual. Sexual exploitation refers to the act of taking advantage of the vulnerability of an adult, with whom there is a fiduciary and/or pastoral relationship, for one's own pleasure/gain.

Sexual assault commonly known as sexual abuse, is any intentional use of force or threat of use of force and involving some form of sexual activity, including, but not limited to, the examples listed below, against another person without his/her consent.

Sexual misconduct towards an adult, adolescent or child, by any member of clergy, diocesan or parish employee, or volunteer will not be tolerated in the Diocese of Toronto.

The Diocesan Sexual Misconduct Policy

The policy applies to every bishop, priest, deacon or lay person under the jurisdiction of the Bishop of the Diocese of Toronto.

Adherence to the policy is mandatory. All clergy, employed staff members and volunteers of the diocese, its parishes and agencies, are expected to be familiar with the policy, consent to it and abide by it.

Suspected child abuse must be reported to a Children's Aid Society. There is a special obligation on clergy and professionals to report child abuse.

All cases of suspected child abuse or a child at risk must be reported to a Children's Aid Society. There is a legal obligation on everyone to report child abuse.

Copies of the Sexual Misconduct Policy are available on the Diocesan website (www.toronto.anglican.ca), or from your parish.

This brochure has been prepared for you by the Diocesan Response Team.

What should I do if I think I have been subjected to sexual harassment or exploitation?

If you think you have been sexually harassed or exploited, you can call the Canon Pastor, the Rev. Canon Susan Haig who will answer questions.

The Canon Pastor is responsible for the implementation of the Sexual Misconduct Policy, supported by the Diocesan Response Team.

Who do I call for help or information?

If you have questions about the Diocesan Policy on Sexual Misconduct, call the confidential line of the Canon Pastor, the Rev. Canon Susan Haig at:

**Tel. 416-807-2494
or toll-free 1-844-807-2494**

If the concern is about child abuse, contact **Ontario Association of Children's Aid's Societies at:**

**416-987-7725
1-800-718-1797**

OR

Visit their website to find your local Children's Aid Society at:

<http://www.oacas.org/childrens-aid-child-protection/locate-a-childrens-aid-society/>

If you think you or someone you know has been a victim of sexual assault call your local police.



Diocese of Toronto
Anglican Church of Canada

My Siblings in Christ,

Thank you for attending this parish training event on the sexual misconduct policy. This is an important topic for all of us in ministry, and I am grateful that you have taken time from your busy schedules to be here.

Although sexual misconduct policy training has been our practice in the Diocese since 1999, and many of you will have done this work before, there can be no question that it continues to be necessary. I have only been Bishop of Toronto for less than three years, but already I have had to engage with Sexual Misconduct Policy cases, both historic and contemporary. It is heartbreaking. Sadly, the training you will receive today continues to be needed, to be shared, and to be reviewed frequently.

You may come to this workshop with mixed feelings and concerns. If your parish has had to deal with a complaint of sexual misconduct, you may feel renewed pain and sadness. If your parish has never had to deal with a complaint, you are very fortunate. You may just wish this topic would go away.


As a Christian community, we have an obligation to look after the welfare of all our members, especially those who are vulnerable. In our baptism we have promised to 'seek and serve Christ in all persons', and to 'respect the dignity of every human being'. Today's workshop is a part of our response to those promises. Our churches must be places where all people can draw closer to the love of God in Christ Jesus. Today, we will work together, as disciples of Jesus, to ensure that we are equipped to be faithful to our call.

I pray that this workshop will give you an opportunity to reflect on your ministry, and to consider how we as the Church can be a sanctuary of care in the name of the Triune God.

Yours in Christ,

The Rt. Rev. Andrew J. Asbil
Bishop of Toronto

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**SEXUAL
MISCONDUCT**

**HARASSMENT
EXPLOITATION
ASSAULT**

*"Nothing makes us so lonely
as our secrets."*

Paul Tournier