



# THE TABERNACLE

LOVE GOD. LOVE PEOPLE. MAKE DISCIPLES.

## Harassment Policy *April 2021*

*The Tabernacle seeks to maintain an environment free from any type of harassment. Harassment is contrary to the biblical and moral tenets of The Tabernacle in addition to a violation of state and federal law. We will not tolerate harassment by any employee, representative, or agent toward any person, including but not limited to, staff, volunteers, people involved with worship as part of our congregation, people who are participating in the educational programs of the church, or any person involved with any other activity of The Tabernacle.*

### What Is Harassment?

Harassment includes, but is not limited to, the following behavior:

- Unwelcome sexual advances; requests for sexual favors; unwelcome touching or fondling; and all other offensive verbal, visual, or physical conduct of a sexual nature; especially when:
- Submission to such conduct or communication is made a term or condition, either explicitly or implicitly, to obtain or maintain employment or to participate in any program or opportunity;
- Submission to or rejection of such conduct or communication by an individual is used as a factor in decisions affecting such individual's employment or participation in any program or opportunity.

- Such conduct or communication has the purpose or effect of substantially interfering with an individual's employment or creating an intimidating, hostile, or offensive employment environment.
- Harassment can also be any behavior that may be experienced as intimidating or offensive, particularly when it recurs or when one person has authority over the other. This may include bullying, demeaning or inappropriate language, offensive jokes, innuendos, undermining authority, gossip, repeated requests for dates, veiled suggestions of sexual activities, offensive comments, gestures, jokes and innuendoes, or risqué jokes, stories, or images. It may also include inappropriate personal attention given to a person by any other person.
- Harassment is behavior that is not welcome, personally offensive, debilitates morale, or creates a difficult work environment.

### **What Do You Do If You Suspect or Have Witnessed Harassment?**

We encourage you to report an incident immediately if you feel you have been the victim of harassment, have witnessed an incident of harassment or suspect harassment. Complaints and questions should be reported to the staff members/ministry leader or volunteers direct report, the Executive Pastor, Executive Director or Human Resources Director. All reports of harassment will be promptly investigated while making every reasonable effort to maintain the confidentiality of all parties involved in the report.