

## THE CHURCH'S CONCERN ...

We seek to have each expression of the Church free of sexual misconduct by rostered persons.

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*Sexual misconduct by rostered persons of the church is often illegal and always against the policies of the Evangelical Lutheran Church in America. The Northeastern Iowa Synod works in cooperation with member congregations to prevent, detect, and remedy the effects of sexual misconduct by pastors and other rostered persons.*

*Sexual misconduct by rostered persons of the church is intolerable regardless of whether the perpetrator and victim are of the same or opposite sex, and regardless of whether the perpetrator is male or female. Mutual "consent" does not exonerate the perpetrator.*

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## WHAT DOES SEXUAL MISCONDUCT BY ROSTERED PERSONS WITHIN THE CHURCH INCLUDE?

- ☞ Sexual advances, which may or may not include sexual intercourse
- ☞ Requests for sexual favors
- ☞ Implied or blatant threats
- ☞ Innuendos, humor, and jokes about sex or gender-specific traits
- ☞ Suggestive or insulting whistling, gestures, or leering
- ☞ Offensive contact (patting, pinching, brushing against the body), blocking movements, attempted or actual fondling or kissing, or any other form of sexualized behavior, including intercourse
- ☞ Sexual conduct or communication that creates an intimidating, hostile, or offensive environment
- ☞ Requiring submission to sexual conduct or communication in order to obtain the services of the church, or to be employed there
- ☞ Sexual conduct or communication that interferes with employment or the services received from the church or those affiliated with the church

The Northeastern Iowa Synod of the Evangelical Lutheran Church in America is strongly committed to working with Church agencies and local parishes to ensure that each expression of the church is free from any form of sexual harassment or abuse. All forms of sexual misbehavior by rostered persons of the church are unacceptable within the church and subject to appropriate mediation and/or disciplinary action. Such a policy compliments the remedies provided in the civil and criminal laws for sexual misconduct and harassment.

The Church should be a safe place where people can worship and learn, work, and be helped in a manner that is free from sexual misconduct by rostered persons of the church. When it is not, the integrity of the Gospel is impaired - particularly among those who are victimized.



## WHAT CAN YOU DO?

If you feel you have been subjected to sexual misconduct by a rostered person of the church...

1. **Say no** to the perpetrator. Be direct and firm. Tell the person(s), without apology, that you want the behavior to stop.
2. **Keep records** of what happened and when. Document dates, times, places, witnesses, and the nature of the abuse. Save letters, cards, or notes.
3. **Call a member of the S.A.F.E. Ministry Team** who will carefully listen and expediently act on your report. The Ministry Team members whose names, addresses and phone numbers are listed on the back panel of this brochure, are available to hear reports of church-related sexual misconduct. They will reflect the Church's care and concern for victims, and will begin an immediate response to stop the misconduct. Specific allegations against a named perpetrator will be relayed to the Bishop's office. The members of this team will act as representatives of the Bishop of the Northeastern Iowa Synod of the ELCA.

## PLEASE REMEMBER...

- **Don't blame yourself.**
- **Don't delay.**  
(Misconduct may continue if you delay.)
- **Don't keep it to yourself.**  
(Unless you let someone know that you are being exploited, the misconduct may continue, and others may be victimized. You will help yourself and others by speaking out.)

## DON'T FORGET...

*Sexual misconduct by a rostered person of the church is a violation of church policy and in many cases, violates the law.*

## WHO CAN HELP?

If you believe that you are a victim of sexual misconduct or harassment by a pastor or other rostered person of the church, please contact the synod office, 319/352-1414, or a member of the Northeastern Iowa Synod S.A.F.E. Ministry Team.

### S.A.F.E. MINISTRY TEAM:

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# *How to Report Sexual Misconduct By Pastors or Other Rostered Persons*



**Northeastern Iowa Synod  
Evangelical Lutheran Church in America**

**S.A.F.E. MINISTRY TEAM**  
Synodical Advocates Focused on  
Education, Prevention and  
Healing of Sexual Misconduct