

Changes to the Gulf Atlantic Diocesan
Sexual Misconduct Policy for Prevention and Reporting

Changes to take effect for the 2022 calendar year

Pg	TOPIC	EXPLANATION OF CHANGES	OLD WORDING	NEW WORDING
Header, 40	Dates changed	All dates shifted from 2020 to 2021	2020	2021
5. 14	Clarification on Keeping Our Sacred Trust	We have only required transfers and NEW clergy to complete KOST, not all	All clergy must complete <i>Keeping Our Sacred Trust . . .</i> This training is currently completed through <i>Keeping Our Sacred Trust</i> and will be completed online (https://www.keepingoursacredtrust.org). Clergy are responsible to submit to the diocesan office the evidence of completion.	All new/transfer clergy must complete <i>Keeping Our Sacred Trust . . .</i> Clergy are responsible to submit to the diocesan office the evidence of completion. Additional training on ethical behavior is required of all new/transfer clergy though <i>Keeping Our Sacred Trust</i> (completed online https://www.keepingoursacredtrust.org).
5	Clarification on compliance	Previous version implied the diocese would check compliance with each church's insurance (which it won't)	Diocese is responsible for all documentation regarding screening, training, and implementation for clergy, in compliance with this policy and with the insurance carrier's requirements.	Diocese is responsible for all documentation regarding screening, training, and implementation for clergy, in compliance with this policy and with the diocesan insurance carrier's requirements.

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6, 10, 19, 20, 40	Approval of policy	Changed language to reflect Diocesan Council approves, not Joint Leadership	<p>Example: The Bishop, in consultation with diocesan staff and Joint Leadership, is responsible for the creation and promulgation of the diocesan Sexual Misconduct Policy for Prevention and Reporting, in accordance with the Canons of the Diocese.</p> <p>The Joint Leadership will annually update and revise the Policy in light of practical experiences, medical and other scholarly research, legal developments, and other relevant considerations.</p> <p>The Rector has overall responsibility for the administration of this Policy within the church he/she leads and for providing all reports requested by the Diocese.</p>	<p>The Bishop, in consultation with diocesan staff and Diocesan Council, is responsible for the creation and promulgation of the diocesan Sexual Misconduct Policy for Prevention and Reporting, in accordance with the Canons of the Diocese.</p> <p>The Diocesan Council will annually update and revise the Policy in light of practical experiences, medical and other scholarly research, legal developments, and other relevant considerations.</p> <p>The Rector has overall responsibility for the administration of this Policy within the church he/she leads and for providing all reports requested by the Diocese.</p>
9, 14, 32, 40, 45	Clarification on Appendix E	It was unclear whether the Addendum was optional (it is).	<p>This document is provided to the churches and congregations in the GAD to use in addition to an individual addendum to this policy designed specifically for the individual church or congregation (see Appendix E) Once the addendum is finalized and signed by the Rector and Senior Warden, a copy shall be sent to the diocesan administrator.</p>	<p>This document is provided to the churches and congregations in the GAD to use in addition to an individual addendum to this policy designed specifically for the individual church or congregation (see Appendix E, optional) If a church utilizes the addendum (optional), it must be signed by the Rector and Senior Warden and then a copy should be sent to the diocesan administrator.</p>

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11, 12, 15, 16, 27, 29, 31	Clarification of language Regarding gender	Changed all instances of gender to biological sex due to gender fluidity and self-identification issues in today's culture	Staff members, clergy, and volunteers should strive to keep verbal interactions encouraging, constructive, and mindful of their mission, avoiding sexually-oriented communication. If available, same gender counseling of participants is recommended to minimize these risks.	Staff members, clergy, and volunteers should strive to keep verbal interactions encouraging, constructive, and mindful of their mission, avoiding sexually-oriented communication. If available, counseling in pairs by same biological sex of participants is recommended to minimize these risks.
13, 22	Clarify who gets background checks vs Oxford background checks	It was not clear if employees needed Oxford background checks	It is also necessary that congregations and diocesan institutions conduct equivalent background checks of all employees in diocesan institutions, programs, and congregations, prior to employment in compliance with their insurance carrier's requirements.	Employee background checks (non-Oxford, but classified as Level II or higher) should also be conducted by congregations and diocesan institutions conduct for all employees in diocesan institutions, programs, and congregations, prior to employment in compliance with their insurance carrier's requirements.
17, 34-35	Report to bishop second, behind state authorities	It was not clear that reports of abuse by clergy regarding children or vulnerable adults should be reported to state authorities first.	Allegations involving clergy or diocesan employees:	Allegations involving clergy or diocesan employees (following any required reporting to state authorities): 1. All reports of abuse of children or vulnerable adults must be reported immediately. It is not the listener's job to investigate or verify. Report to authorities and let them investigate.
23, 40	Defined lead volunteer/teacher	The parenthetical statement regarding non-lead volunteers was unnecessary and caused confusion; all regular volunteers in youth activities should be screened	It is also necessary for congregations and diocesan institutions to conduct equivalent background checks of all volunteers who regularly supervise youth activities (this does not apply to non-lead teachers/volunteers) in diocesan institutions, programs, and congregations, prior to serving, in compliance with their insurance carrier's requirements.	It is also necessary for congregations and diocesan institutions to conduct equivalent background checks of all volunteers who regularly supervise youth activities in diocesan institutions, programs, and congregations, prior to serving, in compliance with their insurance carrier's requirements.

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23, 31	Requirements for Camp leadership training	It was not clear how often a church would need to hold an overnight event to be required to take the Camp training (as opposed to the usual training); 2 is not necessarily frequent, but hosting overnight events is a high-risk activity so it is wise to require this extra step	The leader from any church offering overnight events, trips, and camps, as well as diocesan sponsored Camp Directors, should complete <i>Ministry Safe Camp Leadership Training</i> every two years.	The leader from any church offering regular (approximately 2+ per year) overnight events, trips, and camps, as well as diocesan sponsored Camp Directors, should complete <i>Ministry Safe Camp Leadership Training</i> every two years.
33	Fixed ratios	The ratios for toddlers was incorrect	<ul style="list-style-type: none"> ○ Infants: 2 adults for up to 8 ○ Young toddlers: 2 adults for up to 12 ○ 2 and 3 years: 2 adults for up to 20 (age 2) and 30 (age 3) ○ 4 years: 2 adults for up to 20 ○ School age: 2 adults for up to 40 ○ Mixed age group: ratio for the youngest child in the group 	<ul style="list-style-type: none"> ○ Infants: 2 adults for up to 8 ○ Young toddlers: 2 adults for up to 12 ○ 2 and 3 years: 2 adults for up to 16 ○ 4 years: 2 adults for up to 20 ○ School age: 2 adults for up to 40 ○ Mixed age group: ratio for the youngest child in the group
37	Asterisks missing	There were 2 forms on page 37 that are required but they were missing asterisks		Added asterisks to Appendix A and E
38	Directions missing for those churches that have sections of the policy not applicable to them	Added directions to opt out	Finally, we certify the following have been completed:	Finally, we certify the following have been completed; if you are unable to, please explain why on the next page:

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34	Order of reporting was unclear	There are 5 steps in the reporting section and reporting to authorities was listed last; these were not intended to be in order, but to be considered holistically; the order has been changed to reflect reporting to authorities first	(Paraphrase:) <ol style="list-style-type: none"> 1. Complaints regarding lay employees will be reported to Rector... 2. Show care to victim... 3. Complaints regarding lay employees of the diocese will be reported to bishop... 4. Instructions on how to receive a disclosure statement from a child including reporting to authorities... 5. Reporting alleged abuse to state authorities... 	(Paraphrase:) <ol style="list-style-type: none"> 1. Instructions on how to receive a disclosure statement from a child including reporting to authorities... 2. Reporting alleged abuse to state authorities... 3. Complaints regarding lay employees will be reported to Rector... 4. Show care to victim... 5. Complaints regarding lay employees of the diocese will be reported to bishop...
40	Corrected location of annual review in our Canons	Changed from Section F to Section 4, per Jim McCaslin	These files will be reviewed as part of the annual review as described in Canon XV Section F.	These files will be reviewed as part of the annual review as described in Canon XV Section 4.
41	Clarity on wording regarding Sample Supervisory Plans	In Appendix C, the policy offers an example of a supervisory plan. We reversed the order of the sentences at the beginning for clarity that this was one type of supervisory plan.	The Gulf Atlantic Diocese has provided editable templates for a Supervisory Plan for an on-site nursery at a local church. Each church should devise specific supervisory plans for all onsite and offsite programming that involves youth and children of any age.	Each church should devise specific supervisory plans for all onsite and offsite programming that involves youth and children of any age. The Gulf Atlantic Diocese has provided editable templates for a Supervisory Plan for an on-site nursery at a local church as an example.
5, 17, 35	Bishop accountability and support	In order to provide accountability and support for the Bishop, all clergy accusations of misconduct will be shared with the Bishop, the Chancellor, and the President of the Standing Committee.		If the complaint is against a member of the clergy, the Bishop will notify the Chancellor and the President of the Standing Committee in order to ensure accountability.

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42	Added guidance for survivor-sensitive response	It is recommended that all victims receive an advocate to care for them throughout the process. This language was added.	<ul style="list-style-type: none"> • Assure complainant of pastoral concern, and that the matter is taken seriously. Explain the policy notifications and procedures that are being initiated. • Keep strict confidence and do not discuss the matter with anyone who is not required to be informed. • Note to clergy: after receiving notification of an incident, do not hear sacramental confessions from or agree to privileged communication with the accused. 	<ul style="list-style-type: none"> • Assure complainant of pastoral concern, and that the matter is taken seriously. Explain the policy notifications and procedures that are being initiated to the complainant/victim. • Secure a victim’s advocate who will keep the complainant informed and ensure pastoral care. This person should not be under the power of the institution. • Keep strict confidence and do not discuss the matter with anyone who is not required to be informed. • Note to clergy: after receiving notification of an incident, do not hear sacramental confessions from or agree to privileged communication with the accused.
46	Additional Appendix for Pastoral Care of Community	Added a section on Caring for the Community; churches tend to not know how to address this publicly so this section was added to help		4 sections were added as an Appendix regarding how to care for the community, including: Caring for the Congregation, Guiding Principles for Healing in the Church, A Model for Information and Trauma Debriefing, and Pastoral Response to Known Sex Offenders
53	Added section as a handout for volunteers	Rather than give a volunteer the entire packet, the last 6 pages cover what a volunteer needs to know		
5	Updated page numbers	Once content was changed, the summary on page 5 needed to be updated with the correct page numbers		