

The Centre for Christian Studies has appointed members to the Harassment Advisory Committee:

Marilyn Boyd, Winnipeg, MB

m.boyd@uwinnipeg.ca

Home: 204-453-6032

Marilyn is the Executive Director of the Aurora Family Therapy Centre at the University of Winnipeg, and has been a guest resource person at CCS on issues of counselling.

Gary Clark, Blyth, ON

gary0933@hotmail.com

Home: 519-523-4380

Gary Clark is an ordained minister working in Blyth. He has served in Saskatchewan, Manitoba, and Ontario. His partner is a CCS grad and he has taken part in the LDM and Educational Ministry Year.

Lynda Gow, Edmonton, AB

lngow@telusplanet.net

Home: 780-437-1272

Lynda Gow is a retired diaconal minister working from Edmonton at Knox Metropolitan United. She has been in Alberta for 30 years working with different congregations and among other conference involvements has served as a consultant with the sexual abuse and harassment committee for 13 years.

Dorothy Naylor, Ottawa, ON

done07@sympatico.ca

Home: 613-596-2819

Dorothy Naylor is a retired diaconal minister living in Ottawa. She is active in the CCS community as was made a Companion of the Centre in 2009.

If for some reason the members of the Harassment Committee are unavailable, CCS staff can provide contact information for a suitable person to hear concerns.

The members of the Harassment Committee are committed to maintaining the confidentiality of students, volunteers and staff who refer to them in matters of harassment and do not report the content of conversations to CCS.

The entire Harassment Policy can be obtained through the Centre for Christian Studies web site at: www.ccsonline.ca or by contacting one of the members of the Harassment Advisory Committee.



... CCS is working, through education and social integration, for the welcoming of and inclusion of gay, lesbian, bisexual and transgender persons in the life and work of the church. . .

Centre for Christian Studies

Harassment Policy

Theological Statement:

The Centre for Christian Studies seeks to be a community of learning characterized by relationships of mutual respect, free from exploitation, harassment, and abuse. We believe that such relationships are a reflection of God's intention for human community. We affirm the right of all persons to dignity and freedom from fear of violation.

Exploitation, harassment, and abuse distort relationships and lead to objectification, alienation and distrust between individuals and within communities, regardless of the intention of the actions. These actions are sinful and perpetuate injustice. The church is called to denounce injustice and to uphold a vision of faithful living and right relationships.

How do we define harassment?

(for a fuller definition and examples please refer to the full document posted at www.ccsonline.ca)

Sexual Harassment is defined as any attempt to coerce an unwilling person into a sexual relationship, or to subject a person to unwanted sexual attention, or to punish a refusal to comply, or to reward compliance. Sexual harassment must be understood as an exploitation of a power relationship, rather than as an exclusively sexual issue. Both men and women can be harassed by members of either sex.

Sexual harassment may be physical and/or psychological in nature. One incident or a series of incidents (even where a single incident would not necessarily be considered to be harassment) may constitute sexual harassment. It may involve individuals or groups. It may take the form of excluding an individual or a group from rights and privileges to which they are otherwise entitled.

Personal Harassment is deemed to include but not restricted to:

- one or a series of objectionable and unwelcome comments or actions directed toward a specific person or group of persons which serve no legitimate work or learning related purpose and have the effect of creating an intimidating, humiliating, hostile or offensive environment;
- physical or verbal abuse, threats or intimidation that is humiliating or demeaning.

Human Rights (Discrimination) Harassment which means, except where good faith and reasonable cause exists, or where it is based upon good faith and reasonable requirements or qualifications, the differential treatment, whether intended or not, of an individual or group of individuals based on:

- an individual's actual or presumed membership in or association with some class or group of persons, rather than on the basis of personal merit;
- any of the following categories: ancestry, race, colour, nationality or national origin, ethnic background, religion or religious belief, age, sex, gender-determined characteristics, gender identity, sexual orientation, marital or family status, source of income, political belief, political association or activity, physical or mental disability or related characteristics or circumstances.

What should you do?

Persons who believe that they have a concern regarding sexual harassment, personal harassment or human rights harassment are encouraged to explore some or all of the following options:

- if possible, identify the offensive behaviour to the individual who is offending and request that the offensive behaviour or action cease, it might be appropriate to have a supportive person present for this conversation
- seek advice of a trusted confidante and/or lawyer
- seek out pastoral care
- keep a written record of the occurrences of offensive behaviour, including times, places, witnesses present, and a record of exactly what happened or was said
- if possible, write a letter identifying the offensive behaviour to the individual who is offending and request that the offensive behaviour or action cease, have the letter delivered by assured delivery, and keep a copy
- report the suspected harassment to a member of the Advisory Committee

Don't hesitate to contact a member of the Advisory Committee. If you are not sure what to do, they are willing to help you understand your options.

