

Sexual Misconduct Policy/Procedure  
Revised April 16, 2020

With focus on sexual misconduct, this policy/procedure provides policy and direction in the event such behavior is observed or reported. It is the policy of KFPC that all pastors, staff, volunteers, members, and others who may use the facility with authorization of KFPC abide by the Sexual Misconduct Policy & Procedures issued by Northwest Coast Presbytery and this directive. Persons who engage in sexual misconduct damage the safety and trustworthiness of the church, are in violation of Scriptural principles, and in violation of ministerial and employment relationships.

Refer to Sexual Misconduct & Procedures issued by Northwest Coast Presbytery for standards of conduct and definitions.

Preventative measures to avert misconduct will endeavor to establish balance between ways in which leaders express genuine feelings and give appropriate care toward those in their charge without improper behaviors. All relationships, particularly with children and youth, and vulnerable adults, if not carefully monitored, have potential to be construed or perceived as an infringement of the rights of others. In particular, leaders and volunteers are not to engage in social media contact with minors associated with KFPC using their personal accounts.

Alleged misconduct by ordained personnel shall be directed to the head of staff pastor of KFPC who shall forward the charge to presbytery. If the head of staff is the alleged perpetrator, the alleged misconduct shall be directed to another ordained person of KFPC who shall forward the charge to presbytery. If child abuse is suspected local criminal authorities must be promptly notified. Presbytery will proceed to investigate and, as appropriate, administer discipline per presbytery procedures.

Alleged misconduct by others, including those associated with organizations granted authorization to use KFPC facility, shall be directed to the head of staff pastor. If child abuse is suspected local criminal authorities must be promptly notified. Head of staff shall convene an impartial team to investigate. If charges are deemed legitimate, session shall be advised and address consequences.

Note: in all matters of notification, investigation and discipline, interactions shall be confidential and limited to need-to-know persons

Training on this policy/procedure shall consist of reading Sexual Misconduct & Procedures issued by Northwest Coast Presbytery and this directive. Retraining shall be conducted every two years.

ACKNOWLEDGMENT OF RECEIPT

I hereby acknowledge that I have received and read Sexual Misconduct & Procedures issued by Northwest Coast Presbytery and Kennewick First Presbyterian Sexual Misconduct Policy/Procedure. And that I agree to conduct myself in accordance with the policies as outlined in these documents.

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Signature/Date