



**Diocese of Toronto**  
Anglican Church of Canada

# **Diocese of Toronto**

## **Harassment Policy**

**(When a Cleric is involved)**

### **Scope**

This policy applies to every priest and deacon (hereinafter collectively referred to as “Cleric” or “Clergy”) under the jurisdiction of the Diocesan Bishop of the Diocese of Toronto when they are either the complainant or respondent of a harassment complaint.

This policy does not replace the Diocesan Sexual Misconduct Policy, the Diocesan Centre Workplace Harassment policy, or the harassment and violence policies that parishes are mandated to have in the Occupational Health and Safety Act.

All employees, laypeople (hereinafter referred to as “layperson” or “laypeople”), and Clergy under the jurisdiction of the Diocesan Bishop of the Diocese of Toronto have the right to have a place of ministry, place of worship and work environment that is free of harassment from any employer, officer holder, Cleric or layperson. For the purposes of this policy, “place of ministry” includes all parish property or any other place where a Cleric is engaged in any ministry-related or Diocese of Toronto or parish sanctioned social activities.

Any harassment complaint involving the Bishop of Toronto or the Area Bishops are included in the Diocesan Centre Workplace Harassment policy and procedures.

### **Diocesan Commitment**

The Diocese is committed to providing and maintaining a safe environment free from harassment in which all Clergy and laypeople are treated with respect and dignity. Harassment of any kind will not be tolerated from any Cleric or layperson in a place of ministry or workplace.

### **Policy Statement**

Clergy and laypeople are encouraged to report any incidents of harassment to the appropriate person outlined in the Harassment Program.

If the complaint does not include a Cleric and is related to a parish, the parish policy, practices and procedures as mandated in the Ontario Health and Safety Act (hereinafter referred to as “OHSA”) will be used. If the complaint does not include a Cleric and is related to the Diocesan Centre staff, the Diocesan Centre Workplace Harassment policy and procedure as mandated in the OHSA will be used.

The Diocese will investigate and deal with all complaints or incidents of harassment in which a Cleric is involved as either the complainant or respondent in a fair, respectful and timely manner. Information provided about an incident or about a complaint will not be disclosed except as necessary to protect a

Cleric or layperson, to investigate the complaint or incident, to take corrective action or as otherwise required by law.

Clergy and laypeople are expected to adhere to this policy and will be held responsible by the Diocese if it is not followed. Infractions of this policy will be considered to be misconduct and appropriate discipline will be imposed up to and including termination of employment or contract (laypeople), removal from a posting or position (laypeople) or termination of appointment (Cleric) and/or revocation of licences for cause as outlined in Canon 22 (Cleric).

Complainants are not to be penalized or disciplined for reporting an incident or for participating in an investigation involving harassment. Reprisals will not be tolerated, and any retaliatory conduct should be reported immediately to the Diocesan Executive Director or the Director of Human Resources. A Cleric may contact the Employee Assistance Program (1-800-387-4765) for support.

### **Definitions**

**Harassment:** Harassment means engaging in a course of vexatious comment or conduct against a Cleric or by a Cleric in a place of ministry, that is known or ought reasonably to be known to be unwelcome. Harassment is any type of behaviour which disregards the dignity and worth of other human beings as defined by law. It embarrasses and humiliates.

Reasonable action taken by the Bishop relating to the management and direction of Clergy or the ministry, is not harassment. In addition, a reasonable action taken by the parish (per its canonical duties), a supervisor of laypeople, supervisor of staff, or a Cleric relating to the management and direction of the parish is not workplace harassment.

**Unacceptable Behaviour:** Harassment is not defined by an individual's intention, but rather that it should be known, or ought reasonably to be known to be offensive. Unacceptable behaviour under the policy includes but is not limited to:

- Verbal abuse or threats;
- Unwelcome remarks, jokes, innuendo or taunts about a person's body, characteristics, attire, age, ancestry, citizenship, colour, creed, disability, ethnic origin, family status, gender expression, gender identity, marital status, place of origin, race, record of offenses, sex, or sexual orientation;
- Displaying or distributing offensive material;
- Practical jokes which cause embarrassment;
- Unwelcome invitations or requests;
- Leering or other inappropriate gestures; and
- Inappropriate physical contact.

**Sexual Harassment:** All sexual harassment incidents (as defined in the Diocesan Sexual Misconduct policy) will be addressed following the procedures as outlined in Diocesan Sexual Misconduct policy, including all aspects of the investigative process by the Canon Pastor or their designate.

**Complainant:** For the purposes of this policy, "complainant" is a term which describes the person bringing the complaint.

**Respondent:** For the purpose of this policy, “respondent” is a term which describes the person who is accused of harassment.

**Canon Pastor, Assistant to the Canon Pastor, and Diocesan Resource Team (DRT), and the Investigation Team:**

The Canon Pastor is appointed by the Diocesan Bishop for a term of three (3) years. The Canon Pastor is responsible for:

- (a) recruitment, selection and training of DRT in consultation with the Diocesan Bishop.;
- (b) assignment of Diocesan resource persons to individual complaints under the policy;
- (c) providing advice and guidance to DRT and to the Diocesan community;
- (d) submitting an annual report to the Diocesan Bishop on the operation of the policy;
- (e) advising the Executive Director of a complaint so that the Diocesan insurers may be advised;
- (f) consulting with the Human Resources staff in the implementation of the policy;
- (g) consulting with the Area Bishops in respect to complaints arising in their areas under the policy.

The Assistant to the Canon Pastor is appointed by the Diocesan Bishop in consultation with the Canon Pastor. The Assistant to the Canon Pastor will have all the responsibilities of the Canon Pastor in their absence or when appointed by the Canon Pastor.

The Diocesan Resource Team (DRT) is established to be composed of the Canon Pastor and a number of Diocesan resource persons. DRT is responsible to and supervised by the Canon Pastor.

The DRT are trained volunteers appointed by the Diocesan Bishop for a specific term and are available to:

- (a) provide assistance to all the members of the Diocesan community in harassment matters that involve a Cleric;
- (b) assist in the resolution of complaints as set out in this policy;
- (c) form the investigating team under the Canon Pastor.

The Investigation Team is appointed by the Canon Pastor. It is made up of members of the DRT. The Investigation Team is responsible for:

- (a) meeting with the complainant and documenting the incident or complaint in writing;
- (b) meeting with and interviewing the respondent and documenting their written reply to the complaint;
- (c) interviewing witnesses and reviewing documentation relevant to the complaint or incident;
- (d) taking appropriate notes and statements during all interviews;
- (e) writing a report which contains a summary of steps taken, the complaint made, the response from the respondent, the evidence gathered, findings of fact, any significant factual disputes, and the conclusion as to whether harassment was found or not.

Signed: +   
Diocesan Bishop

Date: October 2, 2019



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## **Diocesan Harassment Program**

**(When a Cleric is involved)**

### **Access to Policy and Program**

The policy shall be posted on the Diocesan website. Parishes of the Diocese are expected to also post this policy in a public place so that all members of the parish community are aware of the policy.

### **Policy Revisions**

The Harassment program will be reviewed at least annually by the Executive Director and Director of Human Resources of the Diocese of Toronto. They will be responsible for the maintenance of this program.

### **Application**

This policy is subject to the Constitution and Canons of the Anglican Church of Canada, the Ecclesiastical Province of Ontario, and of the Anglican Diocese of Toronto.

All Clergy under the jurisdiction of the Diocesan Bishop of the Diocese of Toronto are expected to be familiar with this policy, consent to it and adhere to it. Churchwardens are to ensure that a copy of this policy is posted in a public place within the parish and to ensure that other organizations functioning on parish property are aware of this policy.

### **Legal Counsel and Civil Proceedings**

This policy is not intended to preclude a complainant from seeking legal counsel or seeking a civil remedy either through the courts or under the Ontario Human Rights Code. If there is notice that criminal or civil proceedings have commenced or may be commenced or that a complaint has been filed with the Human Rights Tribunal of Ontario, any procedures under this policy, subject to the requirements of applicable law, will be suspended.

### **Vexatious Complaints**

No person or persons is to knowingly make a false or malicious complaint. If it is determined that there was no harassment and that the complaint was initiated falsely or maliciously, then appropriate disciplinary action is to be taken against the person making the false or malicious complaint. The Bishop, after consultation with the Canon Pastor, may decline to deal with a complaint at any stage if, in their opinion, the complaint is trivial, frivolous, malicious or made in bad faith.

## **Reporting Harassment**

### **How to report harassment**

Incidents or complaints of harassment can be reported verbally or in writing to the Canon Pastor. Individuals can report incidents that they experience or witness. When submitting a written complaint, the Harassment Complaint Form (Appendix A) is to be used. When reporting verbally, the Canon Pastor or person receiving the complaint will fill out the Harassment Complaint Form (Appendix A).

The report of the incident should include the following information:

1. Name(s) of the complainant(s) who has allegedly experienced harassment and contact information;
2. Name(s) of the respondent(s), position and contact information (if known);
3. Name(s) of witness(es) (if any) or other person(s) with relevant information to provide about the incident (if any) and contact information (if known);
4. Details of what happened including date(s), frequency and location(s) of the alleged incident(s)
  - (i) Any supporting documents that the complainant may have in their possession that are relevant to the complaint;
  - (ii) List of any documents a witness, another person or the respondent may have in their possession that are relevant to the complaint.

## **Harassment Procedures**

### **A. Introduction**

1. If an individual experiences or witnesses an incident of harassment, the person may attempt, where they are comfortable doing so, to clearly advise the person who is the source of the unacceptable behaviour, either verbally or in writing, that the conduct is unwelcome, that it is understood as harassment and that it must stop.
2. The complainant may find it helpful to keep detailed written notes recording the unwelcome behaviour, with date(s), time(s), location(s) and witness(es).
3. If criminal charges have been laid against a respondent in connection with the subject matter of the complaint, no further proceedings will be taken under this policy until the charges are either resolved or dropped. At that point, having regard to the particular circumstances, proceedings under this policy may be reinstated by the Canon Pastor.

### **B. Process**

#### **The Complaint**

1. The complainant notifies the Canon Pastor that they wish to make a complaint under this policy. Alternatively, the Diocesan Bishop requests the Canon Pastor to initiate an investigation if they have a reasonable suspicion that harassment has occurred.
2. If the respondent is the Area Bishop, the complainant notifies the Diocesan Bishop who will ensure that the Diocesan Centre Workplace Harassment policy, practices and procedures are followed.
3. The complainant is provided with a copy of this policy and is asked to put the complaint in writing in the Harassment Complaint Form (Appendix A). The written complaint includes an account of the incident(s), date(s), time(s), name of the respondent(s), name of witness(es), if any, and is signed and dated by the complainant.

4. The complainant is asked to sign a Confidentiality Agreement (Appendix C). This is normally accomplished within two (2) weeks of first contacting the Canon Pastor about the complaint.
5. The Canon Pastor consults with the Area Bishop and advises the senior person responsible for the where the harassment allegedly occurred as to whether there are to be temporary measures put in place such as changes in location, changes in reporting responsibilities, etc., of the complainant or the respondent, during the investigation. The final decision regarding such changes is to be that of the senior person responsible (unless they are the respondent in which case the final decision is made by the Area Bishop).
6. The Canon Pastor notifies the Executive Director of the complaint. The Executive Director notifies the Diocesan insurers of a potential claim.
7. All public communications, including parish and media contacts, are made only by the Diocesan Bishop or their designate. All public statements are to have due regard to confidentiality of the affected parties and the principle of innocence until guilt is proven.
8. If the harassment allegedly occurred in or affects a place of ministry of the Diocese, the Area Bishop, having regard for the pastoral needs of that parish during and following the investigation, may request the Canon Pastor to appoint a response team to provide appropriate short-term support.

### **The Investigation**

9. The Canon Pastor appoints an investigating team.
10. The Canon Pastor informs the complainant of the names of the investigating team.
11. The investigating team meets with the complainant within one week of receipt of the complaint, or the complaint from the Diocesan Bishop, and interviews the complainant. The investigating team documents the incident or complaint in writing. This written document will be the “incident report”.
12. The investigating team reviews the incident report with the complainant who signs it to indicate agreement with its accuracy. The investigating team gives the incident report to the Canon Pastor.
13. After receipt of the incident report, the Canon Pastor contacts the respondent and informs them that they are the subject of an investigation under this policy. (In some circumstances, the Canon Pastor may notify the respondent of the complaint prior to receipt of the incident report. Such situations might include: if rumors are spreading about the complaint; if the respondent is already informally aware of the complaint; or if some interim action needs to be taken.)
14. The Canon Pastor gives the respondent a copy of this policy and the incident report. The Canon Pastor describes the complaint process, explains limitations on confidentiality and advises the respondent of their right to seek independent legal counsel. The respondent signs the Confidentiality Agreement (Appendix C).



15. The Canon Pastor advises the respondent of the names of the investigating team who will be requesting a meeting and that the respondent has two weeks to respond to the allegations.
16. The investigating team interviews witnesses and reviews any other documentation that may be relevant to the complaint or incident.
17. The investigating team normally meets with the respondent within two weeks after the respondent has received the written documentation of the complaint. The investigating team interviews the respondent and/or receives the respondent's written reply to the complaint. In all cases, the respondent will have the opportunity to reply to the specific allegations raised against them.
18. If the respondent declines to reply to the complaint, the investigating team completes the investigation without the respondent's response.
19. The investigating team takes appropriate notes and statements during all interviews. The notes will not be part of the final report but will be kept for no less than 2 (two) years.
20. The Canon Pastor monitors the work of the investigating team, ensuring that required deadlines and other procedural requirements are met.
21. The Canon Pastor receives the written report from the investigating team which shall contain a summary of steps taken, the complaint made, the response from the respondent, and the evidence gathered. The report shall also contain the findings of fact, any significant factual disputes with respect to the complaint, and the conclusion as to whether harassment was found or not.
22. The complainant and respondent each have the right to request a separate, but not confidential, meeting with the Diocesan Bishop during the period of investigation prior to the Diocesan Bishop's decision.

### **Mediation**

23. Following the completed investigation, if appropriate in the circumstances, the process may be diverted to a without prejudice and confidential mediation upon mutual agreement of the complainant, respondent, and the Canon Pastor. The Canon Pastor may refer the complaint to a trained mediator if both the complainant and respondent agree to do so. The fee of the mediator, if any, is paid by the Diocese. The parties are responsible for their own legal expenses incurred, if any.
24. If the complainant, respondent and the Canon Pastor agree to mediation, the Canon Pastor makes the arrangements for the mediation. If any of the parties do not agree to participate in mediation, the complaint proceeds directly to the decision-making process.
25. The mediation process shall take no longer than thirty (30) days from the time the mediation was agreed to, unless otherwise agreed in writing between the parties.
26. The outcome of the mediation is reported by the mediator to the Canon Pastor who informs the Diocesan Bishop. The Diocesan Bishop may consider the mediation outcome in making their final decision on disciplinary actions to implement, if any.
27. If mediation fails, the Diocesan Bishop makes a final decision.

### **Decision-Making Process**

28. The Canon Pastor submits the results of the investigation to the Diocesan Bishop. The results are a summary of the investigating team's written report.
29. The Diocesan Bishop meets with the respondent, within ten (10) calendar days of the conclusion of the investigation, to inform them of the final decision. The decision is in writing and includes the results of the investigation and any corrective action, if any, to be taken.
30. The complainant is also informed by the Diocesan Bishop in writing of the decision, results of the investigation and any corrective action, if any, to be taken within ten (10) calendar days of the conclusion of the investigation. The complainant meets with the Diocesan Bishop unless the complainant advises the Diocesan Bishop that they do not wish to meet.
31. Where a decision is rendered in favour of the complainant, a copy of the Diocesan Bishop's decision is maintained in the Canon Pastor's file and the respondent's personnel file (if the respondent is a Cleric).

### **Discipline**

32. If a decision is rendered in favour of the complainant, the nature and type of discipline is determined by the Diocesan Bishop with consideration of the severity and frequency of the incident(s). Disciplinary measures may include counselling sessions, sensitivity training, a written warning, a written reprimand, an assigned on-site supervisor, transfer or limitations placed on function, suspension without pay, termination, deprivation or relinquishment of exercise of ministry, or other discipline provided for in Canon 22 or as considered appropriate by the Diocesan Bishop.
33. If it is determined there was no harassment and that the complaint was initiated maliciously, appropriate disciplinary action is taken by the Diocesan Bishop with respect to the complainant.

### **Appeals**

34. The decision of the Diocesan Bishop will be final.

### **Time Limits**

35. The Canon Pastor may in their sole discretion, upon request or when dictated by the circumstances, extend the time for taking any step under this policy. If an extension is required, both parties will be informed of the extension and reason for it.

### **Confidentiality**

Information about complaints and incidents shall be kept confidential to the extent possible. Information obtained about an incident or complaint of harassment, including identifying information about any individuals involved, will not be disclosed unless disclosure is necessary to protect a Cleric or layperson, to investigate the complaint or incident, to take corrective action or otherwise as required by law. All records of the investigation will be kept confidential.

While the investigation is on-going, the complainant, the respondent(s) and any witnesses should not discuss the incident or complaint or the investigation with each other or other Clergy or witnesses



unless necessary to obtain advice about their rights. The Canon Pastor and investigating team may discuss the investigation and disclose the incident or complaint-related information only as necessary to conduct the investigation.

### **Record keeping**

Upon the conclusion of the investigation, the Canon Pastor will receive and ensure that all relevant documentation and notes are in the Canon Pastor's confidential file. The Canon Pastor will keep records of the investigation including:

- a. a copy of the complaint or details about the incident;
- b. a record of the investigation including notes;
- c. a copy of the investigation report (if any);
- d. a summary of the results of the investigation that was provided to the complainant and the respondent (if a Cleric);
- e. a copy of any corrective action taken to address the complaint or incident of harassment.

All records of the investigation will be kept confidential. The investigation documents, including the investigation report should not be disclosed unless necessary to investigate an incident or complaint of harassment, take corrective action or otherwise as required by law. Records will be kept for at least 2 (two) years but may be kept longer depending on the nature of the harassment. The record retention period will be determined by the Canon Pastor at the conclusion of the investigation.

### **Responsibilities**

#### **Clergy, Laypeople (including Employees and Volunteers)**

All individuals are responsible for maintaining a safe environment by refraining from behaviour that constitutes harassment. This will include:

- Reporting any incidents of harassment or any other violation of this policy; and
- Cooperating with and providing input into investigations regarding any alleged violation of this policy.

#### **Canon Pastor**

The Canon Pastor is responsible for:

- a) ensuring that every incident of harassment is reported, investigated, and documented;
- b) ensuring confidentiality to the fullest extent possible is maintained at all times, unless legislation dictates otherwise, imminent danger exists, disclosure is necessary for investigation or to implement corrective action;
- c) the recruitment, selection and training of the Diocesan Response Team (DRT) in consultation with the Diocesan Bishop;
- d) assignment of Diocesan resource persons to individual complaints under the policy;
- e) supervising the DRT and the assignment of the investigating team to individual complaints under the policy;
- f) providing advice and guidance to the DRT and to the Diocesan community;
- g) submitting an annual report to the Diocesan Bishop on the operation of the policy;
- h) advising the Executive Director of a complaint so that the Diocesan insurers may be advised;
- i) consulting with the Human Resources staff in the implementation of the policy; and
- j) consulting with the Area Bishops in respect to complaints arising in their areas under the policy.

**Executive Director**

The Diocesan Executive Director is responsible for:

- a) maintenance of this program, including an annual review of this policy in conjunction with the Director of Human Resources;
- b) notifying the Diocesan insurers of a potential claim; and
- c) ensuring that any threats of reprisal or reprisals in response to any complaints are responded to appropriately.

**Chancellor**

The Chancellor is available to provide guidance and support to the Canon Pastor, Diocesan and Area Bishops, Executive Director, and Human Resources staff in interpreting and understanding this policy.

**Area Bishops**

Area Bishops are responsible for taking steps to ensure that each place of ministry is free from harassment and for intervening if any violations of this policy occur. This will include:

- Complying with reporting, investigation and documenting procedures;
- Promoting and encouraging the reporting of harassment or other violations of this policy; and,
- Seeking advice and assistance from the Canon Pastor, Executive Director, Human Resources team or the Chancellor in dealing with and resolving the situation.

**Human Resources Department**

The Human Resources department is available to provide guidance and support to all Clergy and laypeople in interpreting and understanding this policy. The Director of Human Resources, in conjunction with the Executive Director is responsible for reviewing this policy annually.

## Appendix A – Harassment Complaint Form

Harassment complaints involving Clergy as either the complainant or respondent can be reported verbally or in writing. Anyone can report incidents that they experience or witness. When submitting a written complaint, this form is to be used. When reporting verbally, the Canon Pastor or person receiving the complaint, along with the complainant, will fill out this form.

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**Name and contact information of complainant (your name):**

**Name of respondent(s) and contact information, if available:**

### Details of the complaint of harassment

Please describe in as much detail as possible the harassment incident(s), including:

(a) the names of the parties involved; (b) any witnesses to the incident(s); (c) the location, date and time of the incident(s); (d) details about the incident(s) (behaviour and/or words used); (e) any additional details. (Attach additional pages if required)

### Relevant documents/evidence

Attach any supporting documents, such as emails, handwritten notes, or photographs. Physical evidence, such as vandalized personal belongings, can also be submitted. If you are not able to attach documents and they are relevant to your complaint, please list the documents below. If someone else has relevant documents, please note that below.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## Appendix B – Harassment: Investigation Planning Form

This form may be used for guidance in investigating harassment complaints. The person conducting the investigation must not have been involved in the incident or complaint of harassment and must not be under the direct control of the complainant, respondent, or witnesses.

**Name of investigator:**

**Date of investigation:**

### A. Background information

Who are the people involved? Are they Clergy as defined by this policy? Who reported and when?

1. Name of person who reported harassment.
2. If not the same person as above, name of person who allegedly experienced harassment.
3. Date complaint/concern raised and how.
4. Name of complainant (complaining or possibly exposed to harassment), including position.
5. Name of respondent(s) (alleged harasser); Position/ Department (If not a Cleric – provide details):

### B. Investigation plan

Plan and conduct the investigation:

- Obtain concerns of harassment in writing, if possible. Assistance should be provided in completing the form where necessary.
- An investigator needs to interview the complainant and the respondent. If the alleged respondent is not a Cleric, the investigator should make reasonable efforts to interview them.
- Make a list of possible relevant witnesses. The complainant and the respondent should be asked for names of any relevant witnesses.
- Interview relevant witnesses. Ask specific questions about what they have observed, are aware of or have personally experienced. If the witnesses are not Clergy of the employer, the investigator should make reasonable efforts to interview those witnesses who should be asked to sign a statement. The investigator may determine how many witnesses need to be interviewed in order to balance the need for confidentiality and the need to obtain a full understanding of the incident.
- Collect and review relevant documents from the complainant, respondent, and witnesses.
- Take detailed notes.

- Keep the investigation confidential. Instruct the complainant, the respondent and witnesses not to talk to others about the investigation unless it is necessary to obtain legal advice, medical assistance or counselling.

Additional planning notes:

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**C. Complainant(s) concerns/harassment allegations**

When did the incident(s) occur? Confirm date of first incident, last incident, and any subsequent behaviours or conduct. Note that recalling events of harassment can be stressful for the parties involved. Outline the details of the allegation. Record the date and location of the investigation interview.

**D. Respondent(s) response**

*Instruction: The respondent(s) will need details of the allegation of harassment to be able to respond.*

**E. Interview relevant witnesses**

List witnesses and contact information. Interview relevant witnesses and make notes.

- 1.
- 2.
- 3.
- 4.
- 5.

**F. Collected documentation**

List the documents collected for the investigation and how or from whom they were obtained.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

**G. Investigation result(s)**

The investigator's summary report should set out who was interviewed, what evidence was obtained and an analysis of the evidence to determine whether harassment occurred.

Summary of key evidence:

Recommended next steps:

Report provided to:



## Appendix C – Harassment: Confidentiality

Information about complaints, incidents and investigation shall be kept confidential to the extent possible. Information obtained about an incident or complaint of harassment, including identifying information about any individuals involved, will not be disclosed unless disclosure is necessary to protect an individual, to investigate the complaint or incident, to take corrective action or otherwise as required by law.

While the investigation is on-going, the complainant, the respondent(s) and any witnesses should not to discuss the incident, complaint or the investigation with each other or other Clergy or witnesses unless necessary to obtain advice about their rights. The investigator may discuss the investigation and disclose the incident or complaint-related information only as necessary to conduct the investigation.

### Harassment: Confidentiality Agreement Form

1. I, \_\_\_\_\_ (Name) have received and read the Confidentiality statement above and understand it.
2. I agree to hold in confidence information obtained in the process of a complaint made, and investigations initiated, under the Diocesan Harassment Policy (when involving a Cleric).
3. I agree and commit to not discuss this process except to members of my immediate family, who agree to be bound by this same confidentiality provision, except to the extent that such disclosure may be required by law or to permit me to obtain legal or other professional advice or medical/psychological treatment.
4. I understand that if I have any questions about this agreement and my rights and responsibilities under it, I may speak with the Area Bishop or the Director of Human Resources.

Name (please print): \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

