

Agreement between Presenter and Unity Church of Kalamazoo

Please PRINT

NAME: _____

ADDRESS: _____

PHONE: _____

PRESENTING: _____

DATES OF EVENT: _____

As a Presenter/Workshop Leader, I understand that I am in a role that carries with it authority and power. I have a responsibility to make available certain resources, talents, knowledge, and expertise which will serve the best interests of the people who attend my presentation/workshop.

As a Presenter/Workshop Leader, I recognize that my relationship with people who attend the presentation/workshop is a professional one. People attending the presentation/workshop may expect to learn spiritual insights, to have a sacred experience, and/or to share aspects of their own spiritual journey. What attendees do not expect are experiences that characterize a romantic relationship.

Therefore, as a Presenter/Workshop Leader, I will maintain boundaries appropriate to a professional relationship. I will not seek physical intimacy, sexual contact, or engage in sexualized behavior with any presentation/workshop attendee or any other person who is part of the church. Furthermore, even if the possibility of romantic or physical involvement is initiated by any person who is part of the church, I will maintain the boundaries of a professional relationship, recognizing that it is my responsibility to do so.

I understand this agreement and will abide by its terms.

Presenter/Workshop Leader

Date

Church Representative

Date

Definitions:

1. The term “sexual misconduct” includes several distinct concepts, and means any:
 - a. Sexual abuse or sexual molestation of any person, including but not limited to, any sexual involvement or sexual contact with a person who is a minor or who is legally incompetent; or
 - b. Sexual harassment in a situation where there is an employment, mentor or colleague relationship between the persons involved, including but not limited to, sexually oriented humor or language; questions or comments about sexual behavior or preference; undesired physical contact; inappropriate comments about clothing or physical appearance; or repeated requests for social engagements.

2. A “romantic relationship” includes dating and a desire for personal intimacy with another person.
3. The term “minor” means anyone who has not attained eighteen [18] years of age.

Explanation and Examples of Sexual Misconduct: Without limiting or affecting the foregoing definition of sexual misconduct, the following additional guidelines are provided to clarify and explain types of misconduct that are included within the definition.

1. Sexual misconduct occurs whenever a person in a role of authority and power uses his or her position of authority, intentionally or unintentionally, for the purpose of securing sexual gratification or engages in sexual abuse, harassment or exploitation.
2. Any unsolicited, unwelcome, non-reciprocal sexual overtures or conduct, either physical verbal, towards a person who is part of the church constitutes non-consensual sexual misconduct. It includes, but is not limited to, acts which constitute a crime under state law. It may include sexually oriented humor or language, questions or comments about one’s sexual behavior or preference, unwelcome or undesired physical contact, inappropriate comments about one’s clothing or body, or repeated requests for dates or social engagements.
3. Child sexual abuse and molestation includes physical and psychological harm to a person less than eighteen [18] years old or any person who is incompetent or who has a diminished mental capacity that is at the level of a child. It includes, but is not limited to, any act against a minor or incompetent person that constitutes a crime under applicable state law.
4. Examples o behavior that is or may become sexual harassment [which should not be interpreted as being all-inclusive] include:
 - a. Verbal sexual innuendo, suggestive comments, insults, degrading humor and jokes about sex or gender specific traits, threats.
 - b. Non-verbal suggestive or insulting sounds; leering; whistling; obscene gestures; display of objectionable posters, cartoons, pictures and/or magazines.
 - c. Physical pinching; brushing the body; coerced sexual relations; assault.

I have read and understood the sections entitled “Definitions: and “Explanations of Sexual Misconduct.”

Presenter/Workshop Leader

Date