



E-ssentials

Important Policy Updates

Originating with the Ministry and Employment Unit and approved by General Council Executive, on July 1, 2017 changes to two existing policies and a new policy come into effect.

The [Sexual Misconduct Prevention and Response Policy and Procedures](#) [PDF] is the new name for the church's policy which responds to complaints of abuse of power by those in leadership within the church. There are several important changes to this policy, including the following: now the decision to be made on receipt of a complaint is whether the respondent should be placed on administrative leave with pay and benefits, not suspension; ministry personnel are required to take a refresher on boundaries training every five years; and there will be a national pool of Consultants available to work with the parties through the process of the complaints. The new policy is available [here](#) [PDF]. Call or email Kathy McDonald with any questions about this policy at 1-800-268-3781 x2063, or kmcdonald@united-church.ca.

The [Police Records Check policy](#) [PDF] has also been changed. In essence this policy now provides that police records checks, levels one and two, are required on entry (or re-entry) to The United Church of Canada. After that, an online form is required to be completed by June 30 each year which certifies that the ministry personnel has not been charged with a criminal offence in the preceding year. The first filing is due by June 30, 2018. Ministry personnel are still required to comply with the provision of The Manual which is that they notify their court of accountability if they are charged with criminal offences. Please contact your personnel minister if you have any questions about this policy and how it will be implemented.

The new policy coming into effect on July 1, 2017 is a [Workplace Violence and Harassment policy](#) [PDF]. This policy supports provision of a safe workplace by giving a mechanism by which all complaints of violence or harassment towards employees of the church will be taken seriously. "It is everyone's responsibility to raise concerns about harassment, violence and discrimination within the workplace." If you have questions about this policy, please contact your Conference Executive Secretary or Speaker.



More information will be coming out over the next months for pastoral charges, presbyteries, and Conferences about these policies and the questions which may be asked about them. Information will be available in Connex, on [The United Church of Canada](#) website and in Infopac.

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Please note: Beginning in 2017, we are sending United Church E-ssentials to all pastoral charges, presbyteries, and Conferences. This bi-weekly newsletter is a way to keep connected to the work of the United Church and consolidate the number of messages faith communities receive from the General Council Office. We hope you find it helpful. Comments or questions? [Please let us know!](#)
