

TUESDAY AFTERNOON

national commitment of ensuring full justice and equity for minorities;

WHEREAS, there has been a dangerous and violent resurgence of racism throughout the United States of America during the last several years;

WHEREAS, the unprecedented increase in incidents of racial violence throughout every region of the nation has been documented by state and federal authorities;

WHEREAS, the present magnitude of the problem of racism poses a grave threat to the nation's stability and harmony;

WHEREAS, there appears to be indifference, apathy and, in some cases, tolerance of the cancer of racism increasingly eating away at our national life and social institutions;

WHEREAS, the United Church of Christ theologically affirms the oneness of humanity and the sinfulness of racism;

WHEREAS, the United Church of Christ has had a long and an unparalleled tradition of confronting racism through the mission work of all of its Instrumentalities and other National Bodies, and in particular, through the Commission for Racial Justice of the United Church of Christ;

WHEREAS, the Thirteenth General Synod of the United Church of Christ adopted the "Pronouncement on Increased Racial Violence Against Blacks in the United States;"

WHEREAS, the Fifteenth General Synod of the United Church of Christ voted the "Resolution on Racially Motivated Violence Against Pacific Islanders and Asians in America," and

WHEREAS, the United Church Board for Homeland Ministries recently convened a National Consultation on "Contemporary Racism and the Role of the Church" which urgently called attention to the resurgence of racism in the United States.

THEREFORE, BE IT RESOLVED, the 17th General Synod of the United Church of Christ confesses that racism in all its forms is a sin against God and an evil that stands as an affront to the Christian faith;

BE IT FURTHER RESOLVED, the 17th General Synod of the United Church of Christ reaffirms a commitment to struggle against racism in the United Church of Christ, in the United States and worldwide;

BE IT FURTHER RESOLVED, the 17th General Synod of the United Church of Christ condemns the current resurgence of racially-motivated violence and those organizations that foster it;

BE IT FURTHER RESOLVED, the 17th General Synod of the United Church of Christ calls upon all Instrumentalities and other National Bodies, Conferences, Associations, related institutions and local churches of the United Church of Christ to declare, by official action, a renewed determination to eliminate racism within church and society;

BE IT FURTHER RESOLVED, the 17th General Synod of the United Church of Christ calls upon all congregations to break the conspiracy of silence with regard to racism and to stand publicly with the victims of racism in their communities;

BE IT FURTHER RESOLVED, the 17th General Synod of the United Church of Christ renews and reaffirms its commitment to policies of affirmative action through which minority people will be helped to attain economic, political, and social equity within the frameworks of institutional and public life in the United States;

BE IT FURTHER RESOLVED, the 17th General Synod of the United Church of Christ calls upon the President of the United Church of Christ, the Instrumentalities, Conferences, Associations, and local churches to communicate directly to the President of the United States and to all members of the Congress of the United States our support for the passage of H.R. 3914 and S.419, the "Hate Crime Statistics Act of 1989," which would require all law enforcement agencies to document more effectively and record acts of racially motivated violence throughout the nation; and to support the establishment of a new federal bipartisan Commission on the Resurgence of Racism in the United States with similar force of law to the Kerner Commission of the late 1960's;

BE IT FURTHER RESOLVED, the 17th General Synod calls upon the United Church Board for Homeland Ministries, the Commission for Racial Justice and the Office for Church in Society to develop educational resource materials on the resurgence of racism for use throughout the United Church of Christ;

BE IT FURTHER RESOLVED, the 17th General Synod calls upon the Commission for Racial Justice, the United Church Board for Homeland Ministries and the Office for Church in Society to coordinate and seek the cooperation and involvement of the Council of Conference Ministers in the development and dissemination of a "Pastoral Letter" on contemporary racism and the role of the church, and

BE IT FINALLY RESOLVED, the 17th General Synod of the United Church of Christ requests from the Commission for Racial Justice a progress report to the Eighteenth General Synod, and that in the next round of the budget process this matter be given special consideration.

9. PRESENTATION BY DIRECTOR OF FINANCE AND TREASURER ELECT

Mr. Charles Lockyear Director of Finance and Treasurer presented Ms. Doris Powell, the newly elected Director of Finance and Treasurer. She was greeted with warm applause.

Ms. Powell introduced the Rev. Larold K. Schultz, her pastor. Flowers from classmates at the Pacific School of Religion, Ms. Powell's Alma Mater, were presented to her. Ms. Powell spoke to the delegates and visitors.

10. RESOLUTION "SEXUAL HARASSMENT IN THE CHURCH - NO LONGER NAMELESS"

The Moderator introduced the Rev. Scott Landis (PSE), Chairperson of Committee 17, who presented the report of the Committee.

On behalf of the committee Mr. Landis moved that the 17th General Synod adopt the Resolution "Sexual Harassment in the Church - No Longer Nameless."

89-GS-103 VOTED: The 17th General Synod adopts the Resolution "Sexual Harassment in the Church - No Longer Nameless."

SEXUAL HARASSMENT IN THE CHURCH - NO LONGER NAMELESS

Background

Sexual harassment has long been considered a hidden problem - one with no name - in all of society and in the church. Particularly in the church, there has been a pattern of denial of even the existence of such a problem. That has begun to change somewhat in the past two decades. What was once ignored, denied, tolerated or trivialized as mere flirtation or harmless attention is now illegal as well as unacceptable under federal gender discrimination regulations in many business, industry, education and other public sector settings. In 1986 the Supreme Court declared sexual harassment a form of sex discrimination, (*Meritor Savings Bank vs Vinson*) and increased public awareness of the issue.

Sexual harassment can and does occur in every setting of the church; a startling and disappointing fact in the institution that is based on values of equality and respect for all persons. The Coordinating Center for Women in its 1986 research project on the status of women in church and society learned that sexual harassment is a problem in the church. In response to the question "What is your experience with sexual harassment in the work place?" 25% of lay women reported sexual harassment in the workplace; 45% of clergywomen reported having had that experience. No men responding to the survey, clergy or lay, recorded having experienced such discrimination.

Even if women are unable or unwilling to name a behavior as sexual harassment, their sharing of experiences inside and outside the church describes and documents the experience. The clergywomen's network, women in seminary settings, women employed by the church and women who participate in the volunteer life of the church report a variety of experiences of sexual harassment in the church. There are two types of sexual harassment:

The first is characterized by the imposition of unwelcome sexual activity, suggestion, or behavior in a relationship of unequal power, i.e. pastor/parishioner; counselor/client; doctor/patient; instructor/student; senior minister/associate; manager/support staff; etc.

The second type of harassment is that which creates a hostile, intimidating or offensive atmosphere in the workplace, even in the absence of direct damage to victims.

Some examples of actions which may constitute either type of sexual harassment:

- unnecessary or unwanted touching, patting or contact with a person's body;
- deliberate assaults, molestation;
- demanding or suggesting sexual favors as a condition for favorable treatment or for employment;
- behavior patterns which include frequent and unwanted comments, jokes, or suggestions of a sexual nature, particularly out of context, or when accompanied by the other behaviors described.

Both clergy and laity may be victims of this unprofessional behavior from clergy as well as victims of inappropriate behavior directed toward them by lay persons. The United Church of Christ must deal with this issue as one for both the church as workplace and the church as faith community and

pastoral support system.

WHEREAS, all sexual relationships which breach Christian ethics are particularly troubling in the church as they profoundly affect pastor/parish relationships, educational and employment issues, as well as questions of morality and ethics;

WHEREAS, the church as employer has a responsibility to its employees to maintain a workplace free from the degrading and dehumanizing effects of sexual harassment;

THEREFORE, BE IT RESOLVED, the 17th General Synod of the United Church of Christ requests the Coordinating Center for Women in Church and Society, in cooperation with the Network for United Church of Christ Clergywomen, the United Church Board for Homeland Ministries, the Office for Church in Society, the Office for Church Life and Leadership and the United Church Board for World Ministries to develop for consideration by General Synod Eighteen a pronouncement and proposal for action including an educational program to focus the attention of the whole church on the issue of Christian ethics dealing with sexual harassment and abuse within pastoral, professional, and personal relationships in the church. Problems which must be addressed include misconduct of clergy and other church professionals vis a vis parishioners, clients, staff colleagues, interns or students involving sexual harassment and abuse;

BE IT FURTHER RESOLVED, the 17th General Synod calls on the whole church to learn to recognize sexual harassment and its implications;

BE IT FURTHER RESOLVED, the 17th General Synod calls upon all local churches, Church and Ministry committees of Associations and Conferences, national agencies and Instrumentalities, seminaries and other institutions to become aware of sexual harassment within their jurisdictions and to develop ways to put it to an end.

Title IX, A Practical Guide to Achieving Sex Equity in Education

Financial implications: Approximately \$5,000 to gather data and convene a drafting committee.

11. RESOLUTION "DEPLORING VIOLENCE AGAINST LESBIAN AND GAY PEOPLE"

Then Mr. Landis moved that the 17th General Synod adopt the Resolution "Deploring Violence Against Lesbian and Gay People." The Rev. Craig Hoffman (PNE) requested inclusion of a friendly amendment which was accepted. The amendment was

"Be It further resolved, the 17th General Synod calls upon the delegates of the 17th General Synod Conference, Association, members of local churches, and the Office for Church In Society to communicate and advocate support for the "Hate Crimes Statistics Bill (S419/USHR 1048) and support the inclusion of "sexual orientation in the bill; . . ."

89-GS-104 VOTED: The 17th General Synod adopts the Resolution "Deploring Violence Against Lesbian and Gay People."