

Anglican Safe and Inclusive Church Commission

DEFINITIONS

The following words and definitions would apply to safe and inclusive church.

Abuse: means behaviour which causes harm to another person, or is undertaken with the intention of causing harm to another person, or may place another person at the risk of harm.

Bullying: occurs where a minister engages in behavior directed to a person which is repeated, unreasonable (where it is victimizing, humiliating, intimidating or threatening) and creates a risk to the persons health or safety, including:
Those racist and sexist jokes we are quick to forward, retell and pass around:
Making derogatory, demeaning or belittling comments or jokes about someone's appearance lifestyle background, capability
Communicating in an abusive manner- vulgar or suggestive language
Gossip- spreading rumours or innuendo about someone or undermining in other ways their performance or reputation
Dismissing or minimizing someone's legitimate concerns or needs
Inappropriately ignoring someone or excluding someone from information or activities
Touching someone threateningly or inappropriately
This ends when person leaves- not so with cyber bullying
e.g. "that parish administrator is so lazy and stupid, have never heard incompetence like this and I keep telling her it too but no change."

Clericalism: occurs when the reverence afforded the church and minister is used for personal gain or advantage and is also a form of abuse. Occurs when pastoral relationships are exploited.

Complainant: means the person making a complaint of an experience which constitutes harm or abuse.

Concealment of abuse: occurs where a minister fails to, without reasonable cause, to disclose known or suspected abuse by ministers to the church or civil authority when abuse reported to us, we respond "pastorally" and move the person to another parish or diocese, as church we become aware that there are parents in our parishes or institutions or guilds who hide child's scars and signs of harm,
or we deny that the events took place, protect the institution's good name against public outcry- when we keep things "confidential" sensitive and becomes skewed as a result , when we want to deal with it in house- so we want to resolve

it by calling the elders of the church and the community to resolve, knowing that the abuse is happening, silence the victims, e.g. catholic church and story of the nuns, horrors that seem to be a part of that history
e.g. Abuse at our schools or institutions that not properly dealt with

Cyber bullying: occurs when any electronic or social media platform is used to bully. e.g. using text messages and social media to insult, threaten or intimidate or harass on social media, any digital device is used, gaming (fortnight can harass a person on chat in game that embarrasses or harasses create a profile, and uses that to threaten as players are known to each other, mean and hurtful things are shared , father unemployed, mother having an affair, harmful even at times false info – e.g. after the last gender sensitization workshop comments posted about the bishops, trolling person who starts a quarrel, upsets people by posting comments or provoking responses and getting other people to gang up. This includes sharing pictures and personal messages and confidences shared publicly- aim to harm or hurt- dangers of ongoing hurt and sharing, insurance company, seeking employment, credit record
Permanent, on- going and can be relentless

Emotional Abuse: occurs when a minister uses constant insults, haranguing, tirades, diatribe, denigration, destruction of self -esteem, screaming, shouting at members of parish or staff of the church. The intent is the destruction and breaking down of self and confidence, it undermines mental health, intends to control the victim, discredit, isolate, silencing them and the victim ends up feeling trapped and unable to or helpless to escape or change their circumstance
We can find this amongst clergy priest to deacon, or parishioners to clergy
Can be difficult to recognize.

Financial abuse: occurs when the minister uses their position to obtain “gifts” and donations on a continual basis, like the MU expected to constantly buy assets for personal use or constantly giving regular amounts to ministers, clericalism, older people to redirect funds to church development fund, POA, executor of estate
When a minister withholds maintenance or fails to pay it or controlling funds and remuneration, depriving them of food and provision threaten to hand over the pension, grant
Bank fraud- tell church warden going on holiday sign cheques will complete as needed
Claiming expenses that are not reasonable or valid, so e.g. catering for tea for four people, averages 200 per person
Credit card for online shopping
Ponzi schemes
Fundraising for purposes that are not disclosed
Pretend to be somebody else

Receive cash donations that are not properly declared, using cash from petty cash and not being able to repay it

Gender Based Violence: Term commonly used when we refer to abuse of women, can be by intimate partner in relationship, abuse of girl child in home, Perpetrator can be known or unknown and could be family member, colleague, partner or stranger

Random abuse by a stranger

Results in physical, psychological, sexual or economic harm, to women and includes threats of coercion, human trafficking, drug mulling, forced prostitution and sex slaves, recruiting and grooming for child porn

Involvement in criminal syndicates

Forms of violence: harassment, rape, domestic violence, reproductive coercion, honour killings, mob violence, lobola violence, ukhutwala, forced gender mutilation, virginity testing, forced abortions, child brides, war rape. Should a protection order be made permanent, this could also constitute gender based violence.

Harassment: occurs when a minister engages in any unwanted conduct whether intended or not where the person feels offended or where the person ought reasonably to know that it could cause offence. Single incident constitutes harassment. Sending nude pics to WhatsApp group.

Harm: means injury, hurt, pain, suffering, distress, shame or diminish.

Minister: means any person who engages in public or private ministry in the church, whether formally authorised by ordination or licensing, or elected as a lay official, or informally recognised as having authority or influence over others in the Christian community. It naturally includes, but is not limited to bishops, priests and deacons, lay officers, all licensed lay ministers, Parish Councilors, Sunday School teachers, side persons, councilors, music leaders, youth leaders and office holders in church guilds and organisations.

Neglect: occurs when a minister or church institution or organisation has a duty of care and fails to act on that duty- legal duty or obligation towards children, the elderly, the mentally disabled.

When you see something and you ignore it- malnourished children or the elderly, uncared for spouse, persons having obvious signs of physical abuse, inappropriate clothing shorts, t-shirts coldest season of year, inadequate shelter, not taking of physical, emotional well-being, taking children to inappropriate places, e.g. shebeen or casino and leaving them in care place at inappropriate hours locking them up alone at home, leaving them alone at night looking the other way

Pastoral relationship: means a relationship between a minister and a parishioner in which the minister provides spiritual leadership, counselling, pastoral care (including sick visits and communion), spiritual direction or guidance, hears confession or receives private or sensitive information.

Physical Abuse: occurs when a minister commits an intentional or reckless act, uses force or threatens to use force causing harm or injury , or unwelcome physical contact with another person includes hitting, punching etc. Should a protection order be made permanent, this could also constitute physical abuse.

Respondent: means the person against whom a complaint is made.

Sexual Abuse: occurs when a minister engages in any of the following – grooming, image-based abuse, sexual assault, sexual exploitation, sexual harassment or viewing, producing or distributing child pornography.

Sexual Misconduct: means unethical conduct of a sexual nature by a minister towards a parishioner or staff member with whom the minister has a pastoral relationship or had an authority or employment relationship with. It also includes

- sexual abuse or molestation
- Sexual involvement or conduct with someone who is under the age of 16 or of feeble or unsound mind;
- Sexual exploitation, including attempts to develop an improper sexual relationship between a minister and a parishioner;
- Harassment

Spiritual abuse: occurs when a minister mistreats a person by actions or threats when justified by appeals to God, faith or religion

Complaint- behavior being complained about

Complainant- person making complaint

Respondent: person against whom a complaint is made.