

Appendix K. Code of Conduct for Persons Who Have Pastoral Relationships:

- I understand that the Diocese of Iowa will not tolerate the sexual exploitation of adults.
- I will not sexually exploit any person I serve or work with on behalf of the church.
- I understand that I am prohibited from dating or becoming romantically involved with anyone with whom I have a Pastoral Relationship as long as the Pastoral Relationship continues and that at least one year must pass after the Pastoral Relationship has ended before dating or any type of romantic activity may occur.
- I will participate in Safeguarding God's People training for prevention of sexual harassment and exploitation.
- I agree to comply with all Diocese of Iowa policies concerning sexual boundaries as specified in *Keeping God's People Safe*.
- If I have questions about the implementation of these policies, I will seek advice from the bishop, chancellor (or vice-chancellor) or a trusted colleague.
- I agree, whenever appropriate and possible, to have one-to-one meetings with adults during regularly/publicly scheduled hours and by appointment on church property while others are present in the building, in other appropriate professional settings or non-romantic public places where they can be observed.
- I agree to maintain clear and appropriate boundaries and avoid even the appearance of impropriety.
- I will not possess any sexually oriented materials (magazines, cards, videos, films, clothing etc.) on church property or use such materials in the conduct of my ministry unless the materials are part of a pre-approved educational program or curriculum and are used only for that purpose.
- I will not use the Internet to view or download any sexually oriented materials on church property or have it on church-owned computers, or bring such materials onto church property.
- I will not discuss my own sexual activities, including dreams and fantasies or discuss my use of sexually oriented or explicit materials such as pornography, videos or materials on or from the Internet, with any person with whom I have a Pastoral Relationship.
- I agree to immediately report any inappropriate behaviors, boundary violations or possible policy violations I observe under these policies.
- I acknowledge my obligation and responsibility to prevent sexual exploitation of adults and agree to report known or suspected sexual exploitation of adults to church leaders.