

RISKY BUSINESS



TO AVOID HARASSMENT COMPLAINTS,
be cautious about:

- Workplace romances
- Requests for a date
- Casual touching
- Comments on dress or appearance
- Eye contact or staring
- Jokes about personal traits
- Racial derogatory statements made by members of the same racial group
- Gossip about co-workers
- Off-site activities

TO MAINTAIN CONGREGATIONAL HEALTH,

- Set clear expectations for *clergy members in the congregation*
- Establish and/or maintain boundaries related to *former clergy*
- Tighten oversight of *finances*, including policies and procedures (including the discretionary funds)
- Be wary of giving or receiving *loans or large gifts* between individual clergy or parishioners
- Avoid *hiring* parishioners or spouses on church staff
Be cautious about dual relationships
- Manage *sensitive information* wisely