

**THE ANGLICAN DIOCESE OF GRAFTON  
DIOCESAN POLICIES AND PROCEDURES**

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<b>SUBJECT: HANDLING SUSPECTED MISCONDUCT</b>		<b>PROCEDURE REFERENCE NUMBER</b> GEN-007
<b>DATE APPROVED</b> 24 February 2022 by Bishop-in-Council		<b>VERSION</b> Replaces original version dated 21 February 2019
<b>IMPLEMENTATION DATE</b> 24 February 2022	<b>REVIEW FREQUENCY</b> 3 Yearly	<b>RESPONSIBLE FOR REVIEW</b> Bishop-in-Council

## **1.0 PURPOSE**

This procedure is to guide users to the most appropriate ordinance, procedure or process in circumstances where misconduct is suspected.

## **2.0 SCOPE**

### **2.1 Applicability**

This procedure can be used where misconduct is suspected and that misconduct relates to a parish, Diocesan Registry, Archives, or in the operation of any other minister or ministry authorised and licensed by the Bishop of Grafton.

Any ordinance, procedure or process to which this procedure directs should be checked for applicability to the circumstances.

### **2.2 Exclusions**

This procedure does not apply to the scope of operation of each of the bodies corporate of the Diocese of Grafton (i.e. Lindisfarne Anglican Grammar School, Emmanuel Anglican College, Clarence Valley Anglican School, Bishop Druitt College, St Columba Anglican School, St Columba Anglican School Foundation, Anglicare North Coast and Lismore Parish Pre-School).

Grievances that do not relate to a workplace, church location or authorised activity of the Diocese are excluded from the operation of this procedure except to the extent that a grievance involves a person or persons licensed by the Diocese.

## **3.0 POLICY**

### **3.1 Use of the Flowchart**

Commencing at the top of the first page of the flowchart in Attachment A, follow the path of the flowchart in accordance with the answers to the questions in the flowchart relevant to the matter under consideration.

## **4.0 DEFINITIONS**

Users of this procedure should refer to the definitions contained in the ordinance, procedure or that is specific for the process directed to by this procedure.

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**5.0 REFERENCES**

GEN-004 Prevention of Bullying and Harassment

GEN-005 Grievances

Clergy Discipline Ordinance 1966

Professional Standards Ordinance 2004

Factsheet: New legislation to strengthen child sexual abuse laws (June 2018)

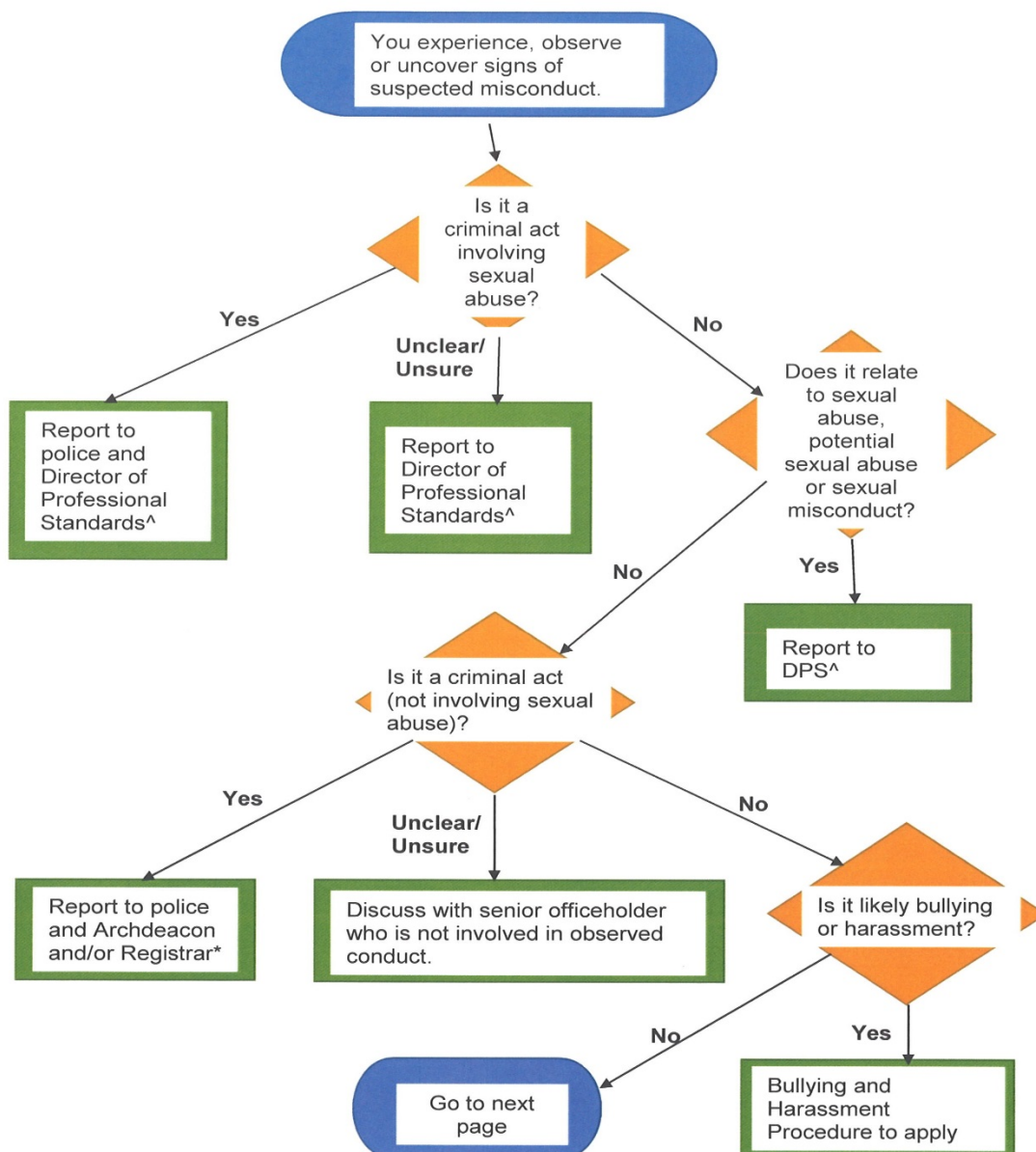
<https://www.justice.nsw.gov.au/Documents/Media%20Releases/2018/new-legislation-to-strengthen-child-abuse-laws-details.pdf>

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**ATTACHMENT A**

FLOWCHART FOR HANDLING ISSUES OF SUSPECTED MISCONDUCT



^ denotes that DPS ensures matter is investigated and referred to Professional Standards Committee and the Professional Standards Ordinance 2004 is applied as appropriate.

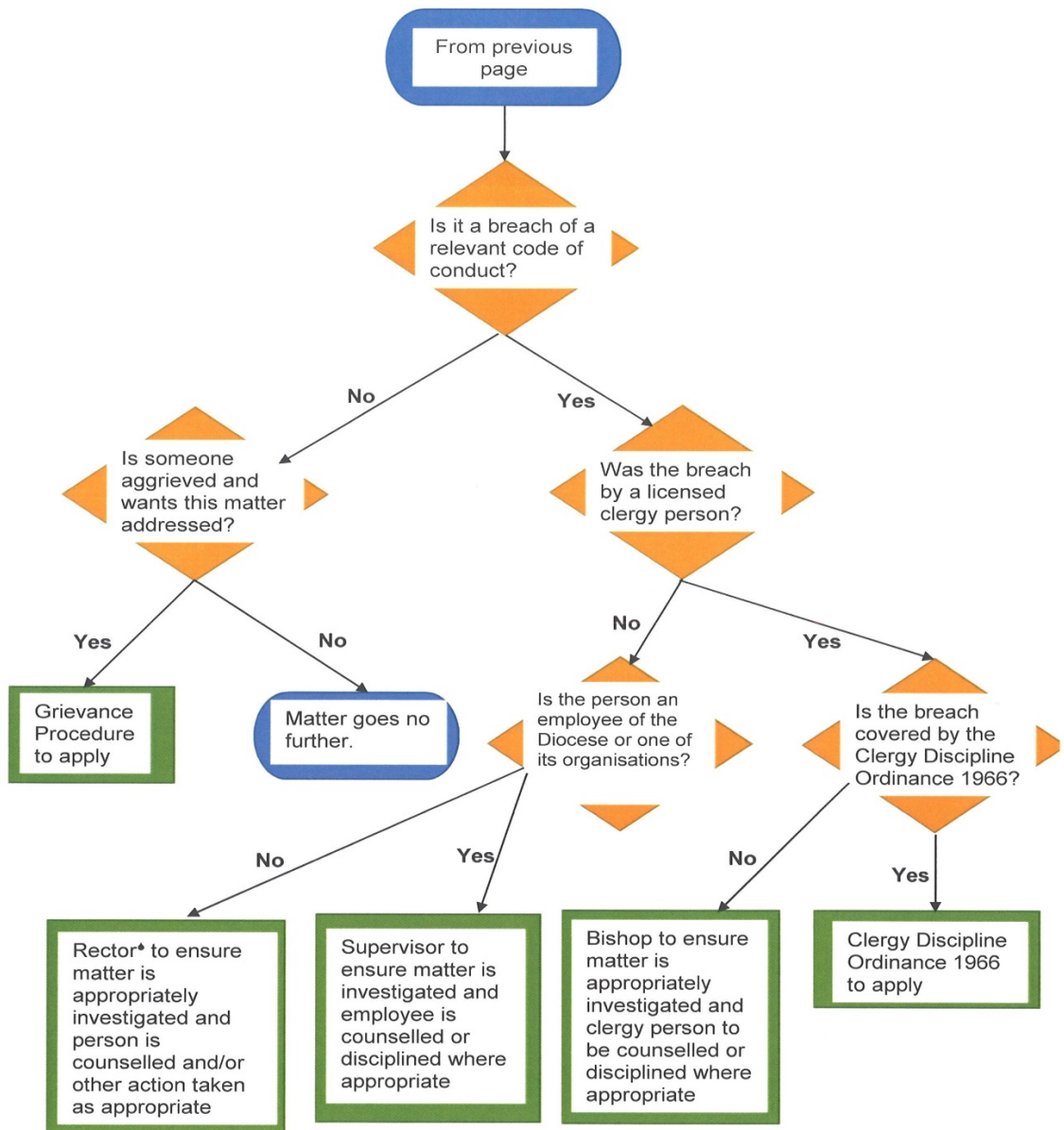
\* Archdeacon/Registrar are to ensure appropriate safeguards are put in place and referrals made once police have investigated.

◆ Where a Rector has a real or perceived conflict of interest in the matter, it may be referred to an Archdeacon to determine a suitable process.

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