

A RESOLUTION FOR EQUALITY IN THE GOSPEL MINISTRY
Southeastern California Conference of Seventh-day Adventists
October 21, 1990

Whereas, the SECC Constitution affirms that, in Christ the constituents "in this community of faith all are equal," and

Whereas, the SECC Constitution states that "each (constituent) has a legitimate, inalienable interest in, concern for, and a God-given opportunity and responsibility to contribute to its effective operation and the success of its mission," and

Whereas, the North American Division has approved an "Equal Opportunity for Service Policy" (NAD D-75) which "requires that all services and all levels of church activity be opened to all members on the basis of their qualifications.... and will afford all individuals equal opportunity in employment, appointment, promotion, salary, and other organizational benefits without consideration for race, color, gender, national origin, ancestry, physical handicap, age, height, weight, marital status, or prior military service,"

RESOLVED: That in keeping with the aforementioned North American Division policy D 75 which does not allow gender discrimination in any of the church's services and activities, the SECC of SDA's shall ordain qualified women pastors to the gospel ministry. However, in keeping with the General Conference action of July 13, 1990 which does not recommend a world wide ordination of women to the gospel ministry, the SECC respectfully accepts that this action will not be subscribed by, ratified, or acknowledged by any other field of the Seventh-day Adventist church.

*This policy was first approved by the 1989 Annual Council, and then ratified by the 1990 General Conference Session. See the back of this page for the complete rendering of this policy as it reads in the 1989-1990 North American Division Working Policy Handbook.

UNA RESOLUCION RESPECTO A LA IGUALDAD EN EL MINISTERIO EVANGELICO
Conferencia del Sureste de California Adventista del Séptimo Día
21 de octubre de 1990

Por tanto que la Constitución de la Conferencia afirma que en Cristo los feligreses "de esta comunidad de fe son todos iguales (ante Dios)," y

Por tanto que la Constitución de la Conferencia declara que "cada (feligrés) tiene un legítimo interés en, inquietud por, y una oportunidad y responsabilidad otorgada por Dios para contribuir al funcionamiento eficaz y éxito de su misión," y

Por tanto que la División Norteamericana ha aprobado una "Póliza de oportunidad igual para el servicio" (NAD D-75) la cual "requiere que todos los servicios y niveles de la actividad de la Iglesia sean abiertos a todos los miembros en base a sus cualidades... y nombramiento, promoción, salario y otros beneficios de la organización sin considerar raza, color, género, nacionalidad de origen, linaje, desabilidad física, edad, estatura, peso, condición civil, o previo servicio militar,"

RESUELTO: Que en armonía con la previa mencionada póliza D 75 de la División Norteamericana, la cual no permite discriminación por causa de género ni en los servicios ni en las actividades de la Iglesia, la Conferencia del Sureste de los Adventistas del séptimo día ordenará al ministerio evangélico a mujeres calificadas para la obra pastoral. No obstante, en armonía con la acción del Congreso Mundial del 13 de Julio de 1990, la cual no recomienda la ordenación de la mujer al ministerio evangélico a nivel mundial, la Conferencia del Sureste respetuosamente acepta que esta acción no será suscrita por, ratificada o reconocida por ningún otro campo de la Iglesia Adventista del séptimo día.

* Esta póliza fue aprobada por primera vez en el Concilio Anual de 1989, y luego, ratificada por el Congreso Mundial de 1990. En el dorso de esta página encontrará una reproducción entera de esta póliza tal como reza en el Manual 1989-1990 de la División Norteamericana.

come behavior or conduct toward any other employee which could be interpreted as sexual harassment. Each organization shall designate a male and a female person to whom complaints can be made.

5. *Reporting Incidents*—If an employee encounters sexual harassment from supervisors, fellow employees, clients, or nonemployees, the following steps shall be taken immediately:

a. It shall be made clear that such behavior is offensive.

b. The incident(s) shall be reported to the appropriate person.

If possible, the complaint shall be in written form.

c. The discussion shall be conducted in an objective and thorough manner, and the complainant should be advised not to discuss the matter elsewhere due to the sensitivity of the complaint. The person to whom the complaint is made shall keep any information received strictly confidential, except as necessary to investigate or rectify the matter.

6. *Third-party Reports*—All employees who are aware of incidents of apparent sexual harassment in the workplace are responsible for reporting such incidents to the appropriate person for investigation.

7. *Investigation*—Complaints of sexual harassment shall be investigated promptly. The determination of whether or not a particular action constitutes sexual harassment shall be made from the facts on a case-by-case basis. On determining whether alleged conduct constitutes sexual harassment, the supervisor or appropriate official shall look at the record as a whole and the totality of the circumstances, such as the nature of the sexual overtures and the context in which the alleged incident occurred.

8. *Action*—If sexual harassment is found to exist, appropriate officers shall take prompt corrective action. Depending on the severity of the act, the discipline may range from a written warning, a copy of which is placed in the offending person's personnel file, to immediate dismissal.

D 75 Equal Opportunity for Service

The official position of the Seventh-day Adventist Church is that all members in good and regular standing shall be given full and equal opportunity within the Church to develop the knowledge and skills needed in the building up of the Church. This position and its resultant course of action requires that all services and all levels of church activity be opened to all members on the basis of their qualifications. The North American Division will seek applications from qualified women, minorities, and the handicapped, and will afford all individuals equal opportunity in employment, appoint-

ment, promotion, salary, and other organizational benefits without consideration for race, color, gender, national origin, ancestry, physical handicap, age, height, weight, marital status, or prior military service.

D 75 OPORTUNIDAD IGUAL PARA EL SERVICIO

La posición oficial de la Iglesia Adventista del séptimo día es que todo miembro en buen estado será otorgado completa e igual oportunidad dentro de la Iglesia para desarrollar el conocimiento y las habilidades para la edificación de la Iglesia. Esta posición y su consecuente curso de acción requiere que todos los servicios y niveles de la actividad de la Iglesia sean abiertos a todos los miembros en base a sus cualidades. La División Norteamericana procurará solicitudes de empleo de mujeres, grupos minoritarios, deshabilitados, según sus cualidades, y se proporcionará a todo individuo oportunidad por igual en empleo, nombramiento, promoción, salario y otros beneficios de la organización sin considerar raza, color, género, nacionalidad de origen, linaje, discapacidad física, edad, estatura, peso, condición civil, o previo servicio militar.