

Guidelines for Meetings and Committees of Care on supporting healing from sexual harassment or assault

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The purpose of these guidelines is to provide a framework in which Friends can offer care and support to those who have been affected by sexual harassment or assault. They are offered as a means to restore right relations and to help in the healing of all those affected by such matters.

They also provide a perspective for partners, family and f/Friends who want to support those who have abused or been abused.

A Committee of Care is the traditional structure which Friends use to offer help and encouragement in difficult situations, and it is suggested as the central way in which Friends will offer help to those who have been harmed or have harmed others. Committees of Clearness may also be appropriate if difficult decisions are to be made. Where ongoing oversight is needed, some contact should be maintained between the Committees of Care and the Overseers.

The topics of sexual assault and harassment have until recently been taboo, and few of us are yet very knowledgeable or skillful in helping those affected, especially those who have committed such acts. We need to understand these issues as well as we can, to minimize any damage we might unintentionally do while trying to help.

Real healing will not take place without restoration to trusting in the love and care of the community, and this will involve changes for the Meeting as well as for any persons who have been harmed.

We wish to support people as we attempt to change behaviour, and to provide care as well as oversight. We

clearly differentiate between the behaviour and the person. Referring to someone as an "abuser" does not convey this distinction, nor is "abuser" a correct term for the sometimes gray areas of harassment. However, we have not yet found a more helpful, simpler term.

At Canadian Yearly Meeting sessions in August 1997, the following minutes were approved:

56. ad hoc Committee on sexual harassment and assault: June Etta Chenard presented this report (*Reports*, pages 85-104). She emphasized that the formalities of the process suggested were offered as a support for the deeply spiritual content of the concern.

The work of the committee has been concerned with behaviour and applies to both sexes. All submissions received by members of the committee have been deeply considered and have been woven into the work.

The revised recommendations of the committee were presented as follows:

ad hoc Committee Addressing Issues of Sexual Harassment and Sexual Abuse

1. Children We ask that an ad-hoc committee be appointed to seek further clarity regarding the protection of children. Our 1996 draft documents are incomplete. Although we are very grateful for the booklet *Safeguarding Children from Harm*, it was written for Britain and does not specifically speak to Canadian concerns. Policies and procedures for Meetings and for Camp NeeKauNis are sorely needed to ensure the safety of children, and to guide adults who can respond well to a child's disclosure of abuse.

A modest budget for travel and phone calls will be needed.

We ask that the current ad hoc Committee members be authorized to search for names of Friends who might serve, and submit them to Representative Meeting in November.

We ask that, as an interim measure, Canadian Yearly Meeting send the booklet *Safeguarding Children from Harm*, along with extracts from last year's documents, to all Monthly Meetings. An accompanying letter should advise Monthly Meetings to obtain copies of pertinent provincial legislation.

2. Working group During this Yearly Meeting, many Friends have expressed concern that there be continuity with this work. Those attending the special interest groups developed the following proposal:

That the present ad hoc Committee be continued as a working group (subject to individual consent) and asked to develop a training workshop for overseers and care givers, to be given during the year on a regional basis, and then during the two days immediately preceding Yearly Meeting sessions in 1998.

We also ask that the Working Group undertake ongoing care for our process over the next 3 years, providing consultation with Monthly Meetings and an ongoing review of the protocol's effectiveness. We ask that this group report back to the Yearly Meeting in three years' time.

Funds will be required for this work.

3. Yearly Meeting sessions 1998 We ask that Continuing Meeting of Ministry and Counsel appoint four overseers for the week of Yearly Meeting from those trained in the workshops.

These overseers would apply the protocol and provide specialized listening skills and care for any who ask for it.

4. Monthly Meetings We encourage Monthly Meetings to review these documents and adapt them for their own use. We also encourage them to work with the Yearly Meeting Working Group so that we together can build a body of experience and understanding.

We learnt that some Friends find the term "Overseer" inappropriate; we may need to seek an alternative.

The committee is hoping that some Monthly Meetings will work with this document during this year as a conscious test of the process, giving feedback to the Yearly Meeting Working Group.

Ellen Laing brought a minute from Young Friends. The minute follows:

We, the Young Friends of Canadian Yearly Meeting, appreciate the work of the ad hoc Committee on Issues of Sexual Harassment and Sexual Abuse, realizing that it upholds our testimony of recognizing 'that of God' in everyone by being sensitive to the feelings of all involved. We support the recommendations made by this committee in their 1997 report and hope that the Yearly Meeting continues the work in the way that they have suggested.

We approve the report in the *Reports for Canadian Yearly Meeting 1997* and approve in principle the recommendations given above.

We express deep appreciation of the tender and thorough work of the ad hoc committee.

59. Committees of Care for Friends who have been sexually harassed or abused: Friends were asked to bring a minute to a later session.

85. Committees of care for those who have suffered sexual harassment or abuse: We ask, in response to the incidents of sexual harassment that were reported at the 1991 Canadian Yearly Meeting, that Continuing Meeting of Ministry and Counsel offer oversight and care to all individuals involved. This response is long overdue.

We are grateful to the two young women who were courageous enough to speak truth to us. We offer them our work on this concern.

There are many other old, unhealed wounds in our Meetings. We encourage all Friends to ask for the oversight and care we are learning to offer.

We remind ourselves, that in the life and power of the Spirit, we can be transformed.

The Meeting:

The Meeting has an important role to play in providing an environment in which healing can occur. The Meeting can make a commitment to dealing actively with incidents of sexual assault and harassment, and with providing safety in its gatherings, so that people affected can trust that

these issues will be well addressed. Friends who have been harmed or who have harmed others, and who feel that it is not safe to address these matters, will feel out of right relationship with the Meeting.

The Meeting, both as a corporate body and as individuals, can decide to become more educated about assault

and harassment, so that these topics are widely understood in our community. This is not an easy task, nor will it happen quickly. It must be undertaken with great gentleness, knowing that some people carry pain about these matters that they have not previously shared.

There are many ways to move ahead, and a variety should be used: a good resource library of Quaker and other materials on sexual abuse; videos; Claremont dialogues; workshops; retreats, or consultations with Friends who have experience in dealing with abuse, inside the Meeting or in other Meetings.

Finally, the Meeting might consider offering a healing circle, open to everyone. It is most unlikely that the survivor and the abuser could be part of the same healing circle. Such circles have the advantage that people care for one another, and that the sometimes uncomfortable distinction between "helpers" and "helped" is removed. Healing circles also overcome the isolation that comes with suffering. The format could be a Meeting for Worship for healing, worship-sharing, or some other form of self-directed support and healing. Circle gatherings might also include people struggling with illness, age, the loss of loved ones, and other matters. The common bonds of distress can provide comfort, safety and healing.

Committees of Care:

When an incident is reported to the Overseers, both the Friend experiencing harassment or assault, and the alleged offender will be asked if they would like a Committee of Care. They may choose to be accompanied by another trusted person for support when meeting with the Overseers or the Committee. Ideally, the people on these committees should be experienced enough in these matters to provide real help, and would have backgrounds similar to the Overseers. Survivors of abuse who have made progress with their healing can be particularly useful committee members. Both parties must feel safe with their Committees. Poorly offered help can be re-traumatizing.

It is very important for the Meeting to know its limits, and to get training and consultation from outside the Meeting when needed.

In addition to the documents and resources list developed by the CYM ad hoc committee addressing these concerns, the Committee will need the same resource package as the Overseers, including:

- legal reporting requirements, and information on how to work with alleged assault without prejudicing any future legal proceedings for incidents of sexual assault of both children and adults; and
- a list of local Sexual Assault Crisis Centres (national list provided to all Monthly Meetings in 1996), which can provide referrals to legal information, crisis numbers, and other community resources such as shelters, clinics, reputable therapists, self-help groups, etc.

Some offered principles to support healing from sexual assault or harassment:

1. Healing is a sacred act. Supporting a person's healing can be a source of growth for everyone involved. It is important that we come to this work with an openness to learning - not only about others, but also about ourselves, for only thus can we be truly supportive of healing.
2. Listening, understanding and caring are usually greater gifts than advice. Having someone to tell the story to, someone who can bear tears and rage without trying to fix anything, can be transforming to a person overwhelmed with the painful emotions that can follow assault or harassment.
3. Some people may need more help than the committee can provide. Discernment is needed that the committee not attempt more than it is capable of, or stray into the therapeutic realm. The aftermath of abuse, or of life events that led to abuse can require very knowledgeable, long-term therapy. We can tenderly offer suggestions that other support may be needed, although we must not be insistent.

4. A support system is necessary for healing. This support system will look different for each person. It may involve family, f/Friends, doctors, therapists, crisis lines, support groups and/or self-help groups. We can help to develop support systems, but must not assume we can be part of a particular person's support system.
5. Mediation or other contact with the survivor and the one who has abused may not be appropriate or wise. It is most important to follow the direction of the one who has been abused.
6. Forgiveness before justice cannot contribute to authentic healing and restoration to wholeness for a victim or for an offender. It is the last step in the healing process, and will come about, if at all, through a natural emotional and spiritual evolution. Forgiveness can only take place when it is the decision of the survivor.

Supporting the healing of those who have been sexually assaulted or harassed:

1. We must be mindful that we are caring for people in distress, and must never judge the response or minimize the offence. Assault and harassment call out different reactions or responses in different people. In addition to the actual level of harm done to us, our earlier life experiences are usually the most significant influence on our response. For some, an incident may be a minor problem, to be resolved by a few listening sessions with a supportive person or group. For some, it may be a greater trauma, causing a loss of trust in others and in oneself, with resultant low self-esteem, grief and insecurity. And for yet others, it may be a crisis that calls up past memories of even more severe traumas that have not yet been healed.
2. An individual must direct their own healing process. This is true even when the person does not feel capable of taking on this responsibility. Help must never be insistent, only offered. It is important not to offer help unless we are prepared to hear both "no" and "yes".
3. Healing from these incidents means healing from a breach of trust. At different stages of regaining confidence in themselves and trust in the world around, the person may need to not be around certain kinds of people - one of which may be you, through no fault or action of your own.

Supporting the healing of those who have sexually assaulted or harassed others:

It is important to note that these guidelines are particularly appropriate for times when considerable harm has been done. Guidelines dealing with matters of harassment with little harm done do not require all these steps.

1. Healing begins with truth telling. The person who has abused another has to admit that what they have done is wrong. A context must be prepared into which the person who has abused feels safe enough to tell the truth. This courageous act begins the possibility of their healing. We offer support for him or her to admit to themselves and to others that their behaviour was abusive. We will accompany the person to the police, if necessary.
2. The Meeting's Overseers will listen to the experience of the person who has passed on abuse and will advise on further actions, which may include that a Clearness Committee is set up, referral is made to a therapist, treatment group or self-help group, if that is needed.
3. The abuser must accept total responsibility for his or her actions and is held accountable through a commitment to ongoing actions which end abusive behaviour, such as the actions mentioned in the previous step. Frequently an abuser will stop with remorse or promises to change, and without an ongoing commitment to change, he or she will continue to be abusive.
4. The responsibility for communicating that abusive behaviour is not acceptable and must stop is a shared one. It is important for us to communicate clearly, forcefully and unequivocally that having committed abuse is the person's own responsibility. This message must be heard consistently from many various sources in our community.
5. We offer the abuser hope that they can change and not repeat acts of abuse.

6. Our community encourages and offers the abuser opportunities to make restitution to the victim, e.g., the victim's medical expenses, shelter costs or counseling expenses. Practical acts of assistance help the healing of both the abuser and the victim.
7. We believe that there is that of God in every person. Yet we may be challenged as we offer support to the abuser that we will uphold and support them on the path to healing, especially if they will not take responsibility for their behaviour. We will assure him or her that we will not abandon them even as we insist that they end their abusive behaviour.

Policy and Procedure to be used by Monthly Meetings and during the week of Canadian Yearly Meeting upon a report of sexual harassment or assault

Policy statement

Sexual harassment and assault are serious breaches of trust in the community. They are unacceptable behaviour not only for the individuals involved, but also for our community as a whole. Our responsibility as a Meeting is to take action if reports are made. We take it as our concern that all shall be protected from incidents of violence or threat within our Meetings. We will educate ourselves and our children, so we can be effective in this work.

The Meeting must be a safe place in order for individuals to feel safe. Our concern for safety requires a careful judgement about the seriousness of the situation. We seek a justice that leads to healing and growth for all.

A true healing process must be led by those directly involved. We cannot prescribe a single response to what are usually complicated situations. We need to be careful not to put our community need for resolution ahead of the needs of the individuals. We need to treat all people involved with love and consideration, and the situation with appropriate discretion.

We want to celebrate all aspects of a loving relationship, including sexuality. We understand this as behaviour between mutually consenting adults, which is different from coercion. We do not wish to prescribe appropriate behaviour. We do need to address behaviour which diminishes that of God within us, and we need to address situations where people do not have the power to keep themselves free from violation. Let us be mindful that one person's expression of love and caring is not always acceptable to another person. We encourage people to verbalize their levels of comfort.

We wish to support people as we attempt to change behaviour, and to provide care as well as oversight. We clearly differentiate between the behaviour and the person. Referring to someone as an "abuser" does not convey this distinction, nor is "abuser" a correct term for the sometimes gray areas of harassment. However, we have not yet found a more helpful, simpler term.

Procedure

These procedures are written for incidents when only two individuals are involved. We recognize that there may be situations where more than two people are involved. In these cases, the same general procedure may be useful, with some adjustments.

We respect the choice of individuals whether or not to use these procedures. They are intended as an offer of support.

- Ministry and Counsel will have designated up to four Friends with special ability as Overseers to receive and respond to reports of sexual harassment or assault. These Friends will report to Ministry

and Counsel, with full respect for discretion when appropriate. This process is to be considered confidential except for legal requirements and the priority of safety. Where immediate response is important, any two of the Overseers may make decisions.

- Persons experiencing assault or harassment may come to any of these Overseers. It is suggested that they bring with them another person, whom they trust for support. It is important for the people involved in the assault or harassment to be the ones who decide what level of support they need, and from whom it might come.

Duties of the Overseers⁽¹⁾

The duties of the Overseers are complex, and require knowledge, discernment, and compassion.

The Overseers must first decide if the Meeting and/or individuals are at risk, and take any necessary action. In extreme cases, access to the Meeting by the one who has abused another may need to be limited. Safety is of primary importance.

Overseers must also ensure that processes of justice, healing, and restoration are set in place.

They are not therapists or legal experts but they may need to support people in finding reputable legal or therapeutic advice. They may be asked to mediate, and so are not appropriate persons to provide a high level of support to either side.

Assault

In cases of assault, the Overseers must determine if immediate professional medical, legal, or therapeutic support is needed. (A listing of sexual assault crisis centres, which provide free, trained support and counseling, was provided to all Monthly Meetings in 1996.) The person assaulted may also decide to call the police. It is usually not appropriate to encourage the person experiencing assault to face the alleged offender.

Two Overseers will meet with the Friend who has experienced assault and, separately, with the Friend who has allegedly assaulted. At both meetings, the Overseers will offer to set up (separate) Committees of Care [*Organization and Procedure*. Chapter X, pages (90) 99-107] during the Yearly Meeting for the Friends involved.

Harassment

Two Overseers will meet with the Friend who has experienced harassment and, separately, with the Friend who has allegedly harassed. At both meetings, the Overseers will offer to set up (separate) Committees of Care [*Organization and Procedure*. Chapter X, pages (90) 99-107] during the Yearly Meeting for the Friends involved.

If both parties are willing, the Overseers will offer to facilitate a meeting between them. At this meeting, each side will present to the other their experience of the incident. This may be followed by further discussion between the parties, hopefully leading to a process of resolution. The process may be stopped at any point along the way by either side. It is the responsibility of the Overseers to guide this process.

Mediation is not always appropriate. If a mediation process is not helpful, the Overseers will be available for both Friends, to listen and to advise on further process. This may involve setting up a Clearness Committee or arranging other support.

Follow-up

Since Canadian Yearly Meeting is a diverse and diffuse body, and meets only once a year for a week, it is important to be mindful of the need for ongoing support during the rest of the year for the people affected. It is the responsibility of the Yearly Meeting Overseers to consider appropriate follow-up, taking into account the needs for care of the individuals and for the safety of our Meetings.

Oversight, support and care from Monthly Meetings must be ongoing until a fitting resolution is reached. Guidelines for oversight and for healing are provided.

Overseers for Sexual Assault and Harassment Concerns Description and Guidelines for Selection, Training and Care

Description

Ministry and Counsel should designate up to four Friends as Overseers⁽²⁾. Depending on its size and resources, each Meeting must determine how many Overseers would be both appropriate and possible. The Overseers will report to Ministry and Counsel. Where an immediate response is important, any two of the Overseers may make decisions.

The job of the Overseers is to oversee incidents of sexual assault or harassment. They should respond quickly and responsibly when incidents are reported and see that processes are set in place that deal with safety, justice and care. Overseers are committed to ensuring proper processes are in place. They should not be on Committees of Care, or provide a high level of support to either party. Dealing with sexual assault or harassment requires both oversight and care and these functions should, in general, be kept separate. Small Meetings, will have to decide if one person can fairly perform both the oversight and care functions, or if outside help must be sought. Certainly, one person cannot provide care for both parties.

In cases which cannot be quickly resolved, oversight may be required over a considerable period of time. The Overseers may need to work with the Committees of care about the status of the healing process, particularly where ongoing safety of either an individual or the Meeting is an issue.

Because Monthly Meetings will vary in their resources for sustaining the process of healing and the process of strengthening the safety of the community, Yearly Meeting Overseers are asked to maintain helpful contact with the Monthly Meetings. In addition, the Overseers are responsible for encouraging Meetings to consider ways to make the Meeting a safer place.

Some consideration should be given as to term, so it is long enough to provide continuity and yet short enough not to overburden people.

The Overseers should report periodically to their respective Meetings, so that their experience can be used to amend the protocols and to provide other ways forward as they emerge. Case notes which do not breach confidentiality could be helpful.

Phone numbers of Overseers should be posted on the Meeting House board. A notice such as the following could be used:

All members of our Meeting and those who visit this Meeting House have a right to feel safe from incidents of harassment or abuse. Anyone who has experienced such an incident may contact one of the Overseers listed below.

Selection

Ideally, the people chosen to be Overseers will have training and experience in helping people deal with sexual assault and harassment. They must be known in the Meeting to be sympathetic and caring people who can be trusted with distress that is painful and difficult to share.

Overseers should also include experienced Friends who understand the right ordering of Quaker business. Training in mediation would be helpful.

Training

Because feelings can be so delicate in situations of abuse or harassment, it is critical that the Meeting have knowledgeable people in place, or harm can be done. However, many of our Monthly Meetings are small and they may not have members with such experience. Larger meetings may also struggle to find several skillful, trusted people. Where needed, Meetings could look for consultation and training from members of other Meetings in the area, from the Yearly Meeting Overseers or other members of the Yearly Meeting.

It is very important for the Meeting to know its limits, to do the necessary minimum if incidents arise, and to get real help, both in training and in consultation, where needed.

In addition to the documents and resources list developed by the CYM ad hoc committee addressing these concerns, an enlarged resource package should be developed for (or by) the Overseers, and could include:

- legal reporting requirements, and information on how to work with alleged assault without prejudicing any future legal proceedings for incidents of sexual assault of both children and adults; and
- a list of local Sexual Assault Crisis Centres (a national list provided to all Monthly Meetings in 1996), which can provide referrals to legal information, crisis numbers, and other community resources such as shelters, clinics, reputable therapists, etc.

Some thoughts for Overseers:

Some incidents of abuse and harassment (such as rape or beating) are so serious that they could result in charges being laid. The Overseers will have to balance the safety of the community against the needs of the person experiencing assault. Often, persons experiencing assault will be too distressed to face the judicial system immediately, and should not be pressured to do so. Attending to any risk posed to our Meetings under such circumstances will require great thoughtfulness and discernment. The safety of the person assaulted must be attended to in cases where the police are not called. Limited or supervised access to the meeting for an alleged offender is a possible response where risk is suspected.

When responding to a report, care must be taken not to prejudice any legal proceedings. This might entail seeking legal information.

In cases of harassment, no pressure should be applied on the parties involved to enter mediation, since mediation presupposes a conflict between parties of equal power. The power of gender, or previous trauma, may make mediation inappropriate.

Care

We must be mindful to care for our Overseers. Their work may at times be joyous, as way opens, and at times grievously difficult. Overseers are strongly encouraged to ask for help and care, when needed.

Definitions

Sexual harassment and sexual assault

There is a continuum of unwelcome, inappropriate sexual behaviours which are considered to be human rights violations. This behaviour ranges from sexual harassment to sexual assault. It usually arises in relationships involving a clear imbalance of power, although it can also arise between peers.

Children and adults, women and men, and people of all sexual orientations and ages may experience sexual harassment and assault, and need the understanding and support of their community. At one end of the continuum, it is possible to harass without intending it and perhaps without even being aware of it. Unacceptable sexual behaviour can include: unwelcome remarks, jokes or teasing, leering, inappropriate language or gestures, display of pornographic materials, obscene phone calls, exhibitionism, invasion of privacy, fondling and other unwelcome physical contact, rape, torture and murder.

Child sexual assault

Any behaviour of a sexual nature directed towards a child is child sexual assault and is a criminal act in Canada. Child sexual assault may be defined as the sexual exploitation of a child who is not developmentally capable of understanding, a child or adolescent who is unable to resist the contact and those who may be psychologically and/or socially dependent upon the perpetrator.

Child sexual assault can include: exhibitionism, pornography, invasion of privacy, fondling, oral sex, intercourse, torture and murder.

Incest

Incest is a form of child assault which involves sexual activity between family members. Incest is particularly traumatic for a child since the assault is committed by people s/he trusted and upon whom s/he may depend. The child is frequently left with no support system, often for many years.

Thus the path to healing is often much more difficult and complex than when the assault is committed by a stranger, which usually leaves the child's support system intact.

Abuser

We clearly differentiate between the behaviour and the person. Referring to someone as an "abuser" does not convey this distinction, nor is "abuser" a correct term for the sometimes gray areas of harassment. However, we have not yet found a more helpful, simpler term.

Consent

To us, consent is the continual process of explicit, verbal discussion, a dialogue, brief or extended, taken one step at a time, to an expressed "yes" by both parties and a shared acknowledgment that at this moment what we are doing together is safe and comfortable for each of us. Consent is what establishes that the interaction (including sex) is between equals in power. We feel safe enough to say anything we need to protect ourselves from violation. Both parties are autonomous at each moment and can change their minds at any time. We share control of the situation with each other. Our responsibility is to be as sure as possible that what we are doing is not felt as violation.⁽³⁾

He and/or she

Both males and females are sexually abused and both males and females sexually abuse others. Therefore the pronouns he and/or she are used. They is used to avoid clumsy repetition of he and she or him and her.⁽⁴⁾

Justice

This use of the word justice does not refer to the legal system and its processes per se. Rather it describes a context in which persons seek:

- to provide for the needs of one who has been victimized by the abusive behaviour of another;
- to empower former victims;
- to prevent the abuser from continuing to harm others; and
- to create right relationship.

Justice is made when the victim feels empowered and whole again, when the situation has been made right or whole again (as much as possible) and when the well-being of people in the community is assured (as much as possible) around the abuser.⁽⁵⁾

Overseer

Practical aspects of pastoral care were ... assigned to appointed overseers.⁽⁶⁾

Reconciliation

Reconciliation refers to the process of restoring right relationship on a basic level. Right relationship does not imply intimacy, nor does it mean the survivor necessarily trusts the abuser again.⁽⁷⁾

Repentance

Repentance indicates that the person:

- turns away from past inappropriate, abusive behaviour;
- chooses not repeat it; and
- changes, on a fundamental level, his or her way of being in the world.⁽⁸⁾

Right Relationship

Right relation refers to a relationship based on trust, respect, safety, mutuality of power and protection of those who are vulnerable due to life circumstances.

Survivor

Survivor refers to the former victim who is no longer being harmed by an abusive situation, and who continues to carry that as part of her or his personal history. It also connotes a condition of healing, empowerment and frequently a pro-active stance of choosing to end abuse.⁽⁹⁾

Victim

Victim refers to one who has been overpowered by the actions of another and who has thus been, and is being, harmed in some way.⁽¹⁰⁾

1. "Practical aspects of pastoral care were ... assigned to appointed overseers" (*Quaker Faith and Practice*, Britain Yearly Meeting, 12.05)

2. "Practical aspects of pastoral care were ... assigned to appointed overseers" (*Quaker Faith and Practice*, Britain Yearly Meeting 12.05)

3. "Conversations of Consent," J. Weinberg and M. Biernbaum, in the book, *Transforming a Rape Culture*, edited by E. Buchwald, P. Fletcher and M. Roth (Minneapolis, Milkweed Editions, 1995)

4. *Violence in the Family - A Workshop Curriculum for Clergy and Other Helpers*, by Rev. Marie M. Fortune (Cleveland, Pilgrim Press, 1991)

5. See 4

6. *Quaker Faith and Practice*, Britain Yearly Meeting 12.05

7. See 4

8. See 4

9. See 4

10. See 4

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Last modified November 26, 1997