

Employee Commitment

March 22, 2015

Our hearts are heavy. We grieve the suffering you have experienced at the hands of John Howard Yoder.

We lament our past failures to open ourselves to hearing your stories.

We regret that our investment in protecting Yoder's theological legacy helped prolong his abuse.

We are sorry about the ways our teaching of Yoder's work has contributed to your pain.

We repent of our complicity in this harm,

and we know that we will need to continue to discern what more we should repent of.

Before God and you, our witnesses, with new resolve, we make the following commitments:

- We promise to listen to women and men who have experienced sexual abuse, inviting their wisdom and seeking to understand their suffering and their resilience.
- We promise to discern carefully how the work of Yoder and other scholars and church leaders should be interpreted in light of their context, their lives, their practice.
- We promise to interrogate Yoder's work, to correct for problems we identify, and to refine and expand our theology and ethics in ways that contribute to creating a more just and peaceable learning community and society.

We promise to be diligent

- in educating ourselves on the nature and devastating consequences of sexual misconduct;
- in following the procedures set out in our sexual misconduct policy;
- in sustaining a safe campus environment for all students, employees, and guests;
- in conducting all our meetings with students, colleagues, and guests at times and places where we can be seen by others through windows or open doors or in public spaces;
- in acting on reports of sexual misconduct or physical harassment from students, colleagues, or guests in prompt, just, and equitable ways;
- and in submitting to the processes outlined in our sexual misconduct policy, should our words or actions threaten the physical or sexual well-being of others.

We promise

- to honor the dignity of everyone on our campus and those we meet beyond this community, to respect the integrity of each one as a person created in the image of God;
- and to use words and actions that maintain personal boundaries, express our power responsibly, and protect all in our midst who are vulnerable.

With awareness that we are all capable of grievous misdeeds and mistakes,

we acknowledge our constant need for God's grace

to confess our sins,

to repent of words and behavior that harm others,

and to seek forgiveness from those we have wronged.

We pray that God's abiding and empowering Spirit will help us keep these commitments—

for the sake of our witness to God's reign

and for the safety and dignity of all whom the AMBS learning community serves.