

To Our ADF Members and the Pagan Community

It has recently come to our attention that an allegation of sexual misconduct has been made against a late, former leader of ADF, Isaac Bonewits. This claim has been made in a newly released book and dates to a time prior to ADF being founded in 1983.

We abhor and condemn any acts of sexual aggression against any person, whether they are members of ADF or not. Such actions are incompatible with our virtues and our understanding and our practices. These allegations are extremely disturbing.

To all who have experienced any form of harassment or abuse, ADF strongly condemns the type of behaviour outlined in these allegations, and supports all victims who come forward as we understand that the process of reaching out for support and reporting your experiences can be extremely difficult and the impacts of those experiences can often be felt for months, years, and a lifetime after the fact. Please know that we reach out to all who have been so afflicted with compassion and care. We also understand that these allegations may bring up feelings of fear and anger amongst the membership, and we would like to you to know that there are clergy and leaders available. Our Human Services Specialist and the Members' Advocate are available to listen and care and are reachable at humanservicespecialist.adf@adf.org and adf-members-advocate@adf.org respectively.

ADF as a spiritual organization is the result of the contributions of hundreds of members over the course of its more than 30 years existence. While Isaac Bonewits was one of the founders, the organization is deliberately designed not to hinge on any one person, and no one person can represent ADF.

ADF is committed to creating a safe and respectful space for all ADF members to worship, we have created clear organizational policies and practices. Leadership Conduct and the safety of our members are taken very seriously. Our Sexual Misconduct Policy can be found at (<https://www.adf.org/members/org/docs/policy/sexual-misconduct.html>) and states the following:

ADF Inc. opposes any form of sexual misconduct by clergy, staff, employees, volunteers, and members, and this policy applies equally to all of the above.

We realize that we are in the presence of the Kindreds and commit to ensure our conduct is of the highest standards.

We commit to practice:

- Love and kindness for one another
- Courtesy and respect in language and actions
- Self-discipline and control
- Integrity and honesty with ourselves and others
- Diligence in seeking to make the most of our talents and abilities
- Teamwork and good sportsmanship
- Respect toward leaders and respect by leaders
- And to refrain from actions that hurt or damage any person or property.

The Policy further defines sexual misconduct, details reporting, investigating, and responding to allegations of misconduct, including oversight and education put in place by the Mother Grove. International leaders (Mother Grove, Regional Druids, and Priests) are subject to background checks which include criminal and sexual offence screening.

With the creation of the new Human Services Specialist position, we seek to make ADF a place that is safe for all of its members, visitors, and leaders alike. While this event did not happen within ADF, it has caused us to reflect upon our own policies and procedures. At our recent (December 2017) Mother Grove Retreat, we discussed at length the need to enhance and expand our training and policy content to make for a better and more secure ADF for our members and for those who wish to worship with us. While the creation of this content will take time, I am calling for the Mother Grove to obtain and distribute training material to our leaders at not only the Mother Grove level, but for Regional Druids, Clergy, and Protogrove and Grove leaders as well. We will continue to use background checks as a way of approving members that wish to work in leadership roles. We strive to extend our hospitality to all and to ensure that everyone can worship and interact without fear of being harmed in any way.

Blessings,

Rev. Jean (Drum) Pagano
Archdruid, ADF