

**Outline and Brief Summary
of the GRACE Report on Bob Jones University
December 11, 2014**

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<i>Bob Jones Third said, “Did a case fall through the cracks? Maybe so. In fact, Stephen and his administration were so sensitive to this . . . they engaged GRACE because they wanted to take the lead among Bible Christians to say, ‘This is the way things have to be done. We want to set a standard. We want to give a wake up call to the Christian community,’ knowing in the process of making ourselves vulnerable like this.”</i>	
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<i>GRACE discussed with the Women’s Counselor what the impact of her work would be if the university had a simple, straightforward policy that required all sexual abuse disclosures, regardless of the ages of the victim or the alleged perpetrator, to be reported to the police or to DSS. She responded, “From my standpoint, I think that would be helpful or something like that would be because in my realm, starting this new position, yes, I have been given some direction, I think I will be given more as time goes on and I want that and I welcome that. There are times I sit there and think, I really can’t believe that it is up to me to try to help give direction in these things when this is not my realm, this is not anything I have studied, I don’t have expertise in this, I don’t have training, I mean real training in this. That is why I would be quick to pick up the phone and call someone because I know this is not my realm. I would welcome that personally because I don’t ever want to underserve someone unknowingly because I don’t have all of the legal puzzle pieces. . . . I don’t believe I have all of the puzzle pieces to always know the right thing and I feel a little emotional about that. I don’t ever want to do that. Because sometimes they may look to me saying, ‘Should I do that? Should I make a report?’ Because they are scared, they don’t know what will happen as a result. Sometimes I don’t know either. It is awful just to say, ‘I am here to support you but I can’t really give really good direction other than if you want to, great I will help you and if you don’t ok.’ I don’t think that is enough because these are just such dear girls that have been through so much and they are all at such different points in the journey of healing, and I want to do the best thing for wherever they are at, and I would benefit from direction greatly.” –p. 199</i>	
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X. FINAL RECOMMENDATIONS **pages 223-232**

“When confronted with evidence of harm done to others, mature Christians (and institutions) display godly sorrow, which leads to active, self-sacrificial attempts to make restitution.”

“Repentance, when founded on truth and humility, is best illustrated by: (1) empathy for those who have been wronged and damaged by sin and failures, (2) an awareness that the offense is against the goodness and holiness of God, not merely a behavior that hurt others, and (3) a desire to make restitution. Words of apology, though good and necessary, are not sufficient evidence of a true turning away from prior wrongdoing. Authentic repentance will be demonstrated by an equally authentic transformation where individuals and institutions work to ensure future behaviors no longer harm others.”

“It is important to note that reconciliation may not always be the result of repentance.”

- A. Godward Sorrow for Past Offenses 224
 - 1. Public Apology
 - 2. Recovery Assistance
 - 3. Degree Completion / Tuition Assistance
 - 4. A Time to Listen
 - a. Make personal contact with every known survivor of sexual abuse who was hurt by the university's response to his or her disclosures. Listen . . . acknowledge . . . repent. “GRACE will communicate this offer directly to the former students on BJU's behalf.”
 - b. Send letters to other grads and former students who may not have had an opportunity to participate in the investigation.
 - c. Within 90 days, being working with victims [survivors] to develop the specifics and parameters of the above-referenced process and letter.
 - d. Allow the individual victims to set the time frame, understanding that this process may take several years.
 - 5. File Review (Review files of all former students who committed criminal sexual offenses in order to report them to law enforcement.)

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 - b. Redirect Resident Mentors [formerly Dorm Counselors and Resident Counselors] (no more counseling in sexual abuse)
 - c. Adopt Strict Confidentiality Standards
 - d. Relocate Women’s Counselor’s Office (to a private place not in the admin building)
 - e. Discontinue Resident Hall Evaluations
 - f. Receive Annual Training
 - g. Hire a Victim Advocate
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 - c. Review Curriculum/Teaching (remove shaming and blaming counseling material; develop curriculum to equip students to understand the dynamics of sexual abuse)
 - d. Disassociate from Certain Individuals (bar sexual offenders from campus)
 - e. Personnel Recommendations
 - 3) Meet with GRACE within 90 days to review employees who have hurt survivors through their teachings, conduct, or overall disposition.
 - 4) Robert Jones III has “repeatedly demonstrated a significant lack of understanding regarding the many painful dynamics associated with sexual abuse.” Personnel action is recommended (termination, suspension, probation, transfer, remedial education and training, or other corrective action)
 - 5) Jim Berg “bears a responsibility for much of the pain caused by BJU’s failure to understand and respond adequately to matters related to sexual abuse.” He should “no longer teach on any issue related to sexual abuse or victimization.” It is also recommended that he no longer counsel.

XI. APPENDICES

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