



Anglican Diocese of The Murray

Policy:		Grievances against the Bishop	
Body adopting	Diocesan Council	Date of adoption or last review:	DC 291/8 3/7/2021
Related Documents:	Episcopal Grievance Protocol	Review schedule:	2 Years

1. A grievance may be lodged against the bishop. In such cases, the Diocese of the Murray's Grievance Procedure will apply with two exceptions:
 - (a) clause 4 below must be satisfied before a Grievance is brought against the Bishop
 - (b) the Archbishop is the decision maker meaning the word "Archbishop (or his delegate)" should be substituted for the word "Bishop" in the Grievance Policy.
2. This policy describes a voluntary procedure. Neither the complainant nor the Bishop are obliged to participate in this procedure. This procedure is in addition to any other rights which the parties may have.
3. A Bishop has a large variety of administrative tasks in the Diocese which require decision-making. In such cases, consistent with good judgement, a number of decisions may be possible. Just because a Bishop makes a decision or takes action which you do not like does not mean it is wrong. A Bishop is also often given wide discretion in the decision-making power. It is usually not appropriate to interfere with the exercise of a Bishop's power involving a discretion.
4. For these reasons, two criteria to be satisfied before lodging a grievance against a Bishop's decision or action.
 - (a) First, the decision or action is one which no reasonable person could have arrived at or is irrational or illogical or is plainly unjust, arbitrary, and capricious.
 - (b) Second, the person with a grievance will need to show that the Bishop in making a decision or taking action:
 - i. failed to take into account a clearly relevant consideration
 - ii. took into account a clearly irrelevant consideration
 - iii. failed to give adequate reasons for the decision or action within 28 days of a request in writing to do so
 - iv. failed to give the person with the grievance an opportunity to be heard (otherwise known as a denial of procedural fairness, or of natural justice)
 - v. when there is a lack of evidence to support a decision or action (also known as the "no evidence ground").