

POLICY REGARDING DISRUPTIVE BEHAVIOR

Unitarian Universalist Congregation strives to be an inclusive community, affirming our differences in beliefs, opinions and life experiences. However, concern for the safety and well-being of the Congregation as a whole must be given priority over the privileges and inclusion of the individual. To the degree the disruptive behavior compromises the health of this congregation, our actions as people of faith must reflect this emphasis on security.

While openness is one of the prime values held by our congregation and expressed in our denomination's purposes and principles, we affirm the belief that our congregation must maintain a secure atmosphere where such openness can exist. When any person's physical and/or emotional well-being or freedom to safely express his or her beliefs or opinions is threatened, the source of this threat is best addressed firmly and promptly, even if this ultimately requires the expulsion of the offending person or persons.

In congregations, disruptive behavior of an individual in the church building or on the church grounds has led congregants to voice concerns about one or more of the following:

1. Perceived threats to the safety of any adult or child;
2. The disruption of church activities,
3. Diminishing appeal of the congregation to its potential and existing membership.

The following shall be the policy of Unitarian Universalist Congregation to address disruptive behavior:

1. If an immediate response is required, this will be undertaken by the Minister(s), if available, and/or the leader of the group involved. This may include asking the offending person or persons to leave, OR suspending the meeting or activity until such time that it may be safely resumed. If further assistance is required the Police Department may be called. Anytime any of these actions are undertaken without the Minister(s), the Minister(s) will be notified.
2. Situations not requiring immediate response will be referred to an ad hoc committee appointed by the Board. The committee members will use their collective judgment to implement the following:
 - a. The Committee will respond to problems as they arise. There is no expectation that "acceptable" behavior will have been specifically defined in advance.
 - b. The committee will respond to persons who have exhibited disruptive behavior as individuals. Stereotypes will be avoided.
 - c. The committee will collect all necessary information.
 - d. To aid in evaluating the problem, these points will be considered:
 - DANGEROUSNESS - is the individual the source of a threat or perceived threat to persons or property?
 - DISRUPTIVENESS - How much interference with church functions is going on?
 - OFFENSIVENESS - How likely is it that prospective or existing members will be driven away?
 - e. To determine the necessary response, these points will be considered:
 - CAUSES - Why is the disruption occurring? Is it a conflict between the

individual and others in the church? is it due to a professionally diagnosed condition of mental illness?

- HISTORY - What is the extent, if any, of disruption cause in the past?
 - PROBABILITY OF CHANGE- Has the individual acknowledged personal responsibility or apologized for the disruption? Has the disruption occurred before? How likely is it that the problem behavior will diminish in the future?
- f. The committee will decide on the necessary response on a case by case basis. However, three levels of action/response are recommended:
- LEVEL ONE - The committee shall inform the Minister(s) of the problem and either the Minister(s) or a member of the committee shall meet with the offending person or persons to communicate the concern.
 - LEVELTWO - The offending individual(s) is excluded from specific church activities for a limited period of time, with reasons and conditions of return written and made clear (with a copy going to the offender and one going into congregational files)
 - LEVEL ONE or LEVELTWO action taken may be appealed to the Executive Committee of the Board, and/or the Minister(s).
 - LEVEL THREE - The Board, after consultation with the committee and Minister(s), may determine that the offending individual may be removed from membership and excluded from church premises and all church activities. If it is agreed that the expulsion take place, a letter will be written and sent by the Minister to the individual outlining the nature of the expulsion.
 - If an individual has been subject to LEVEL THREE action, a request for reinstatement may be made to the Board in writing. The request must contain: (1) a statement of understanding of the behavior that led to removal from membership; and (2) an explanation in detail how circumstances and conditions have changed to justify a reinstatement. The Board will review the request and respond within sixty days regarding reinstatement. The decision of the Board is final and not subject to further appeal. Reinstatement requests may be made no sooner than one year following the removal, or subsequent denials of reinstatement.