

Disruptive Persons Policy, July 2017

In furtherance of the UUCC goal of maintaining a safe, welcoming, and healthy environment for all members, staff and visitors, the UUCC has adopted a policy for identifying and correcting the behavior of anyone who would disrupt progress toward this goal. The process laid out below should be known to all and followed when occasions arise which appear to interfere with a safe, welcoming and healthy environment.

Disruptive words or actions should be differentiated from personality conflicts or disagreements on facts or opinions, which are treated under the UUCC policies on developing right relations. Behaviors which rise to the level of a disruptive incident would normally be any that affect

- The safety of individuals because of a threat or perceived threat,
- Actual Interference or threat of interference in any church activity,
- Encounters that are abusive, deceitful, or may be perceived to cause current or future members to abandon the church.

Responsibility for interrupting the course of disruptive behavior may be assumed by any congregant, staff member, or visitor who observes an incident. The observer should intervene if there is threatening or abusive activity, to try to escort the victim of bullying or rancor to a safer area. After the incident, the observer should report to any member of the board, in writing, the nature of the incident, giving time, place, and persons involved or witnessing it; the Board President will receive and analyze the report, and if the action is judged to be possibly disruptive, will ask two more members of the board or of active church committees, to join in meeting with the alleged offender. At the meeting, the three will explain the damaging nature of the behavior and its outcomes, and ask for apology, if warranted. They will explain this Disruptive Persons policy, and advise of the escalations it stipulates, as follows:

- The first offense results in the warning now being administered, and guidance in right behavior;
- The second offense results in a severe warning, giving additional guidance, and advising that a third offense, absent mitigating circumstances, will result in severance of the offender's relationship with the UUCC. The committee of three will point out that the board will not decide whether to terminate, but the offender will, himself or herself, determine this through future behavior.
- Report of a third offense will cause the full board to review the case and determine if the third disruption is, effectively, the offender's decision to resign from the church. If so, he or she will be asked for a resignation from the church or be otherwise terminated, and barred from church premises and activities. The Board President and the two other members involved in the case so far will meet the offender and carry out the severance from membership.

If the offender does not accept the final discipline for disruptive behavior, he or she may request a meeting with the full board to review the case. The board will hear the appeal presented by the offender, as well as any supportive persons who speak on his or her behalf, and by vote of a majority will determine whether to readmit the person to membership.

Each meeting should take place within two weeks of learning of the latest disruptive incident. To each meeting, the person accused of disruptive behavior may bring a support person, who may speak in the

person's defense. If there are mitigating circumstances learned at any meeting, or a successful defense is presented, the report of the incident will be destroyed and the meeting will not be considered an escalation event. Every meeting must be fully documented by a participant appointed as secretary, and the board must keep this file of the meetings and interactions among the participants throughout the entire process. The file of reports will be considered active for two years, after which if no additional disruptive incidents have taken place, the file will be discarded, and any new disruptive incident will start the process anew.