

UUFLG POLICY REGARDING DISRUPTIVE BEHAVIOR

Adopted by UUFLG Board of Trustees, September 21, 2017

Purpose

The UUFLG strives to be an inclusive community, affirming and celebrating our differences in beliefs, opinions, life experiences, and personalities. However, in the rare event that an individual engages in behavior that compromises the health and well-being of the Fellowship as a whole, the latter must be given priority.

Behavior that may raise safety concerns is addressed in our policy entitled "Personal Safety and Prevention of Abuse." The policy below addresses actions that do not threaten safety but may result in disruption of Fellowship activities and/or diminishing appeal of the Fellowship to its potential and existing membership.

Policy

Any participant in a UUFLG activity who observes behavior that s/he believes may lead to the consequences listed in the above Purpose should raise the concern with the Minister and/or a member of the Board of Trustees. The person so informed shall inform the Minister and the other Board members at the next regular Board meeting.

The Board and Minister jointly shall evaluate the problem and determine an appropriate response. In doing so, they shall consider questions such as the following:

- How much interference with Fellowship functions is occurring?
- How likely is it that existing or prospective members will be driven away?
- Why is the disruption occurring? Is it a conflict between the individual and others in the Fellowship? Is it due to a professionally diagnosed condition of mental illness?
- What is the extent, if any, of disruption caused in the past?
- How likely is it that the problem behavior will diminish in the future?

The Board and Minister will decide on the necessary response on a case-by-case basis. In general, there will be three levels of response:

1. The minister or a member of the Board meets with the person to communicate the concern and request appropriate modification of the behavior.
2. The individual is excluded from specific Fellowship activities for a limited period of time, with reasons for the exclusion and conditions of return made clear in writing (with a copy going to the individual and one to Fellowship files).
3. The individual is permanently excluded from Fellowship premises and all Fellowship activities, with reasons for the exclusion made clear in writing (with a copy going to the

individual and one to Fellowship files). If necessary to implement the exclusion, the police may be called.

Concerns or questions about this policy, its implementation, or its revision should be directed to the Minister or a member of the Board.