

<b>Document #:</b>	General Policies G-20	Created: 2-27-2019
<b>Title/Subject:</b>	Disruptive Behavior Policy	Revised: (date)
<b>Purpose:</b>	<b>To outline definition of disruptive behavior and related process.</b>	Reviewed/unchanged:
<b>Operational Authority:</b>	Board, Administrative	

---

## Policy

### Function/Purpose/Mission Statement:

To outline the definition of disruptive behavior and the policy regarding reporting and handling of disruptive behavior incidents.

## Procedure

### Description of Duties / Procedures:

First Unitarian Universalist Church of Rochester, MN, strives to create a compassionate and welcoming community. Behavior that is dangerous, disruptive, or offensive to our values puts our mission of nurturing spirituality and practicing justice, and the safety and well-being of the congregation at risk. Disruptive behavior of an individual or group during any congregation-related event may include:

- Perceived threat of physical or emotional damage to any person
- Disruption of church-sponsored events or activities
- Behavior or speech that creates a hostile environment for the practice of our faith
- Behavior or speech that is contrary to our values of justice, pluralism, or inclusion, especially if targeted toward historically marginalized or vulnerable communities.

Any person who believes they have witnessed or experienced disruptive behavior, or has had an incident reported to them, should report it to the minister (or church staff or member of the Board of Directors who will then report it to the minister.)

The minister (if present) or staff/lay leader of an event will respond to the behavior if immediate action is required, which may include asking the disruptive person to leave, suspending the event until it can resume safely, and, if necessary, seeking assistance from other church members or local law enforcement in physically removing the person from the church. Any action must take into consideration the physical and emotional well-being of all involved, including the disruptive person. If the minister is not present, and there are no members of church staff or the Board of Directors present, the group leader is advised to simply ask the person to stop the behavior, and if it persists, to

suspend the event or group and contact the minister as soon as possible. Either way, the behavior should be reported to the minister promptly.

Following an incident, the minister will consult with a small response team of appropriate staff and/or lay leaders, and consider if additional actions are required. This may include meeting with the individuals involved, preparing a *limited access agreement* for future events, recommending removal from membership, pursuing legal action, etc. The response team will take into consideration social circumstances, cultural differences, history of behavior, known medical conditions, etc. The response team will also consider any emotional or spiritual care that may be appropriate for individuals directly or indirectly impacted by the incident.

The incident, and any related course of action, will be reported to the Board of Directors promptly. Reports of such incidents will be kept in confidential files by the minister.

## Associated Documents

\* \* \*