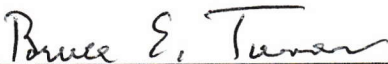
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Healthy Relationships			

Healthy Relationships

Policy Statement


This policy was developed to support the well-being and emotional safety of our community. Healthy relationships are based in equality, honesty, communication, and respect. These relationships are grown and encouraged in Unitarian Universalist congregations. Unhealthy behaviors can lead to loneliness, depression, anxiety, low self-esteem, and increased susceptibility to illness and self-harm. Thus, unhealthy behaviors, rooted in power and control, have no place at UUCLV.

Definitions

Unhealthy, disruptive or abusive behaviors occur when a person, or the UUCLV community, is exposed, repeatedly and over time (though it can also be a single incident), to certain kinds of negative actions (threatening, humiliating, or intimidating) on the part of one or more other persons. These negative actions occur when a person intentionally inflicts injury or discomfort upon another person, or the UUCLV community, through physical contact, verbal abuse, sabotage that interferes with work, or in other ways. These behaviors interrupt the congregational cohesiveness.

Examples of unhealthy behaviors

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- Social bullying (or relational aggression) threatens the victim into social isolation, hurts their reputation or relationships, and includes silent treatment, spreading rumors, negative gossiping, manipulation, staring, embarrassing the victim in public, refusing to socialize with the victim, and bullying others who do socialize with the victim.
- Verbal abuse involves saying or writing mean things and includes name calling, arguing others into submission, mocking, laughing at the victim, saying words that trigger a reaction from a past event, inappropriate sexual comments, and threatening to cause harm.
- Physical abuse involves physical aggression, such as shoving, poking, throwing things, slapping, choking, punching, kicking, beating, stabbing, pulling hair, scratching, biting, scraping, pinching and cornering.
- Behavior that conflicts with the published values of the Congregation.

Reporting unhealthy behavior

Any church member, church friend, child, youth or guest who believes that they have been subjected to, or have witnessed, unhealthy, abusive behavior, or behavior that conflicts with published values of the congregation, is encouraged to talk to the minister or a member of the Healthy Relationships Team. The minister and/or the Healthy Relationships Team may want to know any/all of the following:

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- (1) the name and contact information of the person or persons who have been subjected to abusive behavior
- (2) the date(s) of the abusive behavior
- (3) the place or context of the abusive behavior
- (4) identifying information for the person or persons responsible for the abusive behavior
- (5) evidence of the abusive behavior
- (6) additional comments.

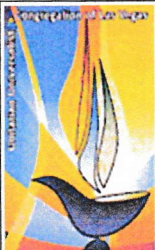
Resolution Process

1. If the unhealthy behavior occurred on the part of a congregant,

The Healthy Relationships Team should use the following sequential procedures and processes as appropriate during the resolution process:

- Participants in a church activity are encouraged to work things out between themselves and a person who is disruptive and/or abusive.
- The Healthy Relationships Team shall consider the following during the resolution process:
 - Danger: How dangerous was the behavior?

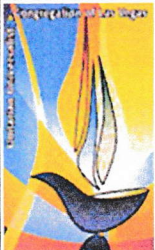
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- Interference: To what extent did the behavior interfere with church activities?
- Congregational appeal: To what extent did the behavior diminish the appeal of the congregation to current and potential members?
- Cause: Why did the behavior occur? Did intellectual, social/emotional, or physical disabilities contribute to the behavior?
- Probability of Change: How likely is it that the unhealthy behavior will cease?
- History: Does the person have a history of unhealthy behavior within the congregation?
- The Healthy Relationships Team identifies a path toward forgiveness and reconciliation. This may include a joint conversation, behavioral change contract, exclusion from church activities for a specified period, or permanent exclusion and termination of membership. The Healthy Relationships Team should consult with the Board of Trustees and senior staff members before taking this final step.
- The Healthy Relationships Team shall disclose information as deemed necessary.

If the abuse occurred on the part of an employee, The Healthy Relationships Team should refer the process to the Head of Staff,

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who should follow the procedure set out in the UUCLV policy on personnel recruitment and management during the resolution process.

If the abuse occurred on the part of a youth, The Healthy Relationships Team should use the procedures included in this document during the resolution process, being sure to include the parent(s)/guardian(s) involvement, input, and guidance throughout the whole process.

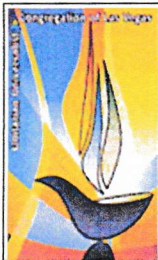
Bystander Responsibility

If a member or friend of UUCLV has witnessed abusive behavior, there is a responsibility to intervene immediately upon recognition of the behavior. This intervention may occur by speaking directly to the person responsible for the behavior, requesting that the harassment cease, while seeking mutual understanding, and respecting the integrity of the victim. It may also occur by reaching out to the person who is the target of the abuse and offering support for reaching out to the minister or the Healthy Relationships Team.

Written Records

The Healthy Relationships Team should keep a detailed written record of each case in accordance with the UUCLV Policy on Records Retention.

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***This policy subsumes a previous Policy 1.04 “Bullying and Disruptive Behavior”**