



Disruptive Behavior Policy

Approved at the May 2016 Congregational Meeting

Position Statement

While openness to diversity is one of the prime values held by our congregation and expressed in our denomination's Purposes and Principles, we affirm the safety and well-being of the congregation and mission of the church must be given priority over the privileges and inclusion of any particular individual.

With that understanding, the Members and Friends of Peoples Church have adopted a Covenant of Right Relations to help identify and foster actions and behaviors that contribute to the harmony and purpose of the church community. All individuals who participate in events or activities at Peoples Church are expected to make good faith efforts to abide by this Covenant.

Description of Disruptive Behavior

In the event an individual or group engages in behavior deemed to be a serious and unremediated breach of the Covenant of Right Relations (disruptive behavior) the Board of Trustees is required to investigate and act. Examples of disruptive behavior may include but are not limited to actions that:

- Impede the functions of the church or a subgroup thereof.
- Disrupt any church event or activity.
- Cause fear or inhibit the participation of other Members, Friends, or visitors.
- Constitute a threat to the safety of any adult or child.

In addition, threats, threatening behavior, or acts of violence by anyone on church property will not be tolerated. Individuals who verbally or physically threaten another individual or group, exhibit threatening behavior, or engage in violent acts on church property may be removed and will not be permitted onto church property until the conflict has been resolved per the steps outlined below.

Procedure to Address Disruptive Behavior

Disruptive behavior should be reported to any member of the Board of Trustees or the Minister, and the Board shall decide the steps needed to address the situation. Members of the Board of Trustees may act on the situation directly, or may constitute an ad hoc committee to investigate and recommend a resolution process.

In any situation, individuals directly involved in an unresolved conflict with the disruptive person(s) shall not participate in the investigation or resolution process.

In determining appropriate action, the Board may consider such factors as:

- *Causes* - Why is the disruption occurring?
- *History* - What is the frequency and degree of disruption caused in the past?
- *Probability of Change* - Is it likely the disruptive behavior will diminish in the future?
- *Safety* - Does the situation constitute a danger to persons (physically or emotionally), the church community, or the mission of the church.
- *Disruptiveness* - How much interference with church functions is taking place? How much disquiet is it causing in the church community?
- *Offensiveness* - How likely is it that prospective or existing members will be driven away?

Actions to resolve the situation may include but are not limited to:

- Invite the person(s) to discuss concerns in a civil manner and find an acceptable solution. Mediation may be required.
- Suspend the person(s) from all church activities for a specified period of time.
- Revoke status as Member or Friend and permanently exclude person(s) from all future church activities.

Upon reaching a decision, the Board will notify the individuals of the resolution in writing via Certified United States Mail.

Once delivery of the decision has been verified, the Board shall inform the congregation of the decision and reasoning, if appropriate, in writing via United States Mail. When communicating with the congregation, the Board will make every effort to protect confidentiality and the dignity of the involved parties as much as is feasible.

If the decision is to suspend the person(s) from church functions permanently or for a specified period of time, at its discretion the Board may also enforce this decision with a no trespass order, a restraining order, or other appropriate legal action.