

Policy on Disruptive Behavior

Williamsburg Unitarian Universalists (WUU)

While openness to a wide variety of individuals is a primary value held by our congregation, we affirm the belief that our congregation must maintain a secure atmosphere where such openness can exist. When any person's physical and/or emotional well-being or freedom to safely express his or her beliefs or opinions is threatened, the source of this threat shall be addressed firmly and promptly.

A behavior will be considered disruptive when it leads to concerns about one or more of the following:

- Perceived threats to the safety of any adult or child
- Disruption of WUU activities
- Reduction in the appeal of WUU to potential and existing members

The following procedures shall be followed by WUU to address these behaviors:

1. If an immediate response is required, this will be undertaken by the Minister(s), if available, and/or the leader of the group involved. This may include asking the offending person or persons to leave or suspending the meeting or activity until such a time as it can safely be resumed. If the activity is illegal or if physical intervention is required, the James City County Police may be called. Anytime any of these actions are undertaken without the Minister(s) or Board President being present, the Minister(s) and Board President must be notified. A letter detailing what steps must be taken before returning to the activities involved will be sent by the Board President to the offending party or parties.
2. A situation not requiring an immediate response will be referred to the Committee on Right Relations by the offended Congregant, the Minister, or the Board President.
 - a. The Committee will respond to problems as they arise. There will be no attempt to define "acceptable" behavior in advance.
 - b. The Committee will collect information related to the incident.
 - c. In evaluating the problem, the degree of disruption will be considered:
 - DANGER: Is the individual the source of a threat or perceived threat to persons or property?

- **OFFENSIVE NATURE:** Does the individual's behavior interfere with others' participation and/or are others driven away?
- d. The Committee will consider:
 - i. **CAUSES:** Why is the disruption occurring? Is there a conflict between the individual and another or other individuals?
 - ii. **HISTORY:** What is the frequency and degree of disruption caused in the past?
 - iii. **PROBABILITY OF CHANGE:** Based on ii above, and the nature of the offense, what is the likelihood that the offending behavior will change?
- e. The Committee will respond on a case by case basis, with one of the following responses recommended:
 - i. **LEVEL ONE:** The committee may decide to inform the Minister(s) of the problem and either the Minister(s) or a member of the committee shall meet with the offending individual to communicate the concern and what, if any change in behavior is expected.
 - ii. **LEVEL TWO:** The offending individual will be excluded from WUU and/or specific WUU activities for a limited period of time, with reasons and the conditions of return described by the Minister or Board President.¹
 - iii. **LEVEL THREE:** After consulting with the Board and the Minister(s), the offending individual will be permanently excluded from the WUU premises and all WUU activities. If it is decided that expulsion will take place, certified and first class letters will be sent by the Board President explaining the expulsion and the individual's rights and possible recourse.

¹ Any action taken under item e.i or e.ii may be appealed to the Executive Committee of the Board and/or the Minister(s).