

Unitarian Society of Germantown

Right Relations: Policy to Effectuate Right Relations Covenant

Approved by the Board of Trustees 2016.9.26

The Covenant of Right Relations, which was approved by the Congregation at the annual meeting on May 22, 2016, shall govern how members and friends of the Unitarian Society of Germantown (USG) conduct themselves with one another.

The Board of Trustees (Board) delegates implementation of the Covenant of Right Relations to the Committee on Ministry. Discretion shall be vested in the Committee on Ministry, subject to the conditions below. The Committee on Ministry shall keep the Board and the Minister appropriately apprised of its activities with respect to the Covenant of Right Relations.

The Board must approve any decision to suspend or revoke membership in USG, or to prohibit any person from attending USG activities or being present on USG property. This action may be taken by the Board in the manner its officer(s) deem appropriate; it is not necessary that there be an in-person meeting of the Board. In the event of conduct that is considered to be of immediate danger to USG persons or property, immediate action, including contacting the police, may be taken without prior Board approval.

Complaints about violation of the Right Relations Covenant may be made to any member of the Board, the Committee on Ministry, the Minister, or any USG leader. The person who receives the complaint shall bring it to the attention of a member of the Committee on Ministry or the Board. If a member of the Board receives the complaint, it shall be directed to the Committee on Ministry.

The Committee on Ministry will gather the facts, and may consider the following factors in addressing violations of the Right Relations Policy:

- Severity of the offense
- Repetition of the offense
- Whether the behavior is disruptive; offensive; or dangerous

Consequences may include, but are not limited to, the following:

- Require a meeting or otherwise communicate with the offending person to express the concern and to discuss remedies to the problem behavior
- Set requirements that the offending person must meet before being permitted to participate in USG activities.
- Suspend the offending person from USG grounds and activities for a determined period of time with a clear condition of return communicated in writing. A deadline may be set, and there may be a provision that lack of compliance will result in revocation of membership and/or expulsion
- Revoke membership
- Expel the offending person from USG property and activities.