

Sexual Misconduct and/or Abuse Response Policies

It is expected that a member of the congregation or a potential member/participant with a history or active accusation of sexual misconduct/sexual abuse/sexual offense, will make that history known to the Minister.

If any person is accused of a sexual offense of any kind, the minister will always be notified and will be the primary person who investigates complaint. In addition to the minister, WSUU will have a resource team who will assist the minister in evaluation and intervention of disruptive situations. This team will consist of the Board President, the Minister, and at the Minister's discretion, any additional members who have specialized training in the field(s) of interpersonal relations/disruptive behaviors. This team will be referred to as the "Safe Congregation Team" and their names will be given to and recorded by the WSUU Board of Trustees. The Safe Congregation Team will be convened within 10 days of such accusation being made known to the Minister, Religious Exploration staff, or any member of the Safe Congregations Team, to discern the best approach that would protect the rights and dignity of that person as well as the well being of the congregation. Whatever is decided will be communicated to those who need to know, including the Board of Trustees. Each situation will be unique, and thus we wish to not be prescriptive. We also recognize that there can be, for any number of reasons, false accusations.

Any person convicted of a sexual offense will, for their protection and for the protection of the congregation, be placed on a Limited Access Agreement, and the following procedure will be followed:

The Safe Congregation Team will be convened within 10 days of such conviction or history being made known to the Minister, the Religious Exploration staff, or any member of the Safe Congregation Team to:

- 1) Consult with the person's parole officer, treatment provider, or others as appropriate, and
- 2) To prepare a Limited Access Agreement if it is determined that the convicted person can participate in the adult life of the congregation safely.

Any person accused, convicted, or with a history of known sex offenses who will not sign the Limited Access Agreement will be denied access to any programs or services at the Westside Unitarian Universalist Congregation.