

POLICY for PROHIBITION OF HARASSMENT AND VIOLENCE

Nondiscrimination Policy

The Episcopal Cursillo Community of Minnesota (ECCM) is committed to providing an environment of nondiscrimination. No person shall be discriminated against in the access to and participation in, programs, services, and activities with regard to race, sex, color, creed, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, or membership or activity in a local commission as defined by law.

Racial harassment and harassment based on marital status, sexual preference, age, disability or other protected classification includes unwelcome, hostile or discriminatory behavior or remarks directed at individuals in any of these groups on account of their membership in these groups. Any comments or behaviors which create a hostile or intimidating environment for an individual based on his or her membership in a minority or protected class will not be tolerated.

Responsibility

1. *Every ECCM member is accountable for his/her own actions*
2. *The Episcopal Diocese of Minnesota is ultimately responsible for promoting conditions free of harassment and for enforcing this policy.*
3. *All Cursillo Secretariat members are responsible for implementing this policy by promptly referring all complaints and incidents of harassment to the Episcopal Diocese of Minnesota.*
4. *This policy applies not only to the 3 day weekend, but also to any ECCM sponsored activity and all 4th day members as well as candidates.*

Definitions

Sexual Harassment is any suggestion (expressed or implied) that any person's treatment is in any way contingent upon or related to an ECCM member's participation in or rejection of conduct of a sexual nature. Harassment also includes unwelcome advances, suggestive comments, physical contact, or hostile behavior that creates an intimidating, hostile or offensive environment. Sexual harassment may occur when it is directed at members of the opposite gender or when it is directed at members of the same gender. It includes, but is not limited to:

- unwelcome pressure for sexual activity;
- unwelcome, sexually motivated, or inappropriate patting, pinching, or physical contact; physical contact may be appropriate, if necessary, to restrain individuals to avoid physical harm to persons or property;

POLICY for PROHIBITION OF HARASSMENT AND VIOLENCE

- demands for sexual favors or promises of preferential treatment; or
- Unwelcome behavior or words of a sexual nature directed at an individual because of gender.

ECCM will not tolerate harassment or intimidation through conduct, verbal or written communications or electronic medium, as defined in this policy, of any ECCM member.

Sexual Violence: Acts of sexual violence are criminal behaviors and create an environment contrary to the goals and missions of ECCM. Acts of sexual violence include:

1. Forcible acts, which include non-consensual sexual contact, and/or sexual contact in which the victim is incapable of giving consent (such as when the complainant is under the influence of alcohol or drugs);
2. Nonforcible sex acts such as incest and statutory rape; and
3. The threat of an act of sexual violence. Sexual violence may include, but is not limited to:
 - touching, patting, grabbing, or pinching another person's intimate parts, whether that person is of the same sex or the opposite sex;
 - coercing, forcing, or attempting to coerce or force the touching of anyone's intimate parts;
 - coercing, forcing, or attempting to coerce or force sexual intercourse or a sexual act on another; or
 - threatening to force or coerce sexual acts, including the touching of intimate parts or intercourse, on another.

Procedure

This procedure is designed to further implement ECCM's policies relating to non-discrimination by providing a process through which individuals alleging violation of non-discrimination policies may pursue a complaint. This includes allegations of discrimination or harassment based on sex, race, age, disability, color, creed, national origin, sexual orientation, marital status, status with regard to public assistance, or membership or activity in a local commission. This procedure is not applicable to allegations of sexual violence which should be handled by notifying the proper legal authorities immediately.

This procedure shall apply to all individuals affiliated with ECCM, and is intended to protect the rights and privacy of both the complainant and respondent and other involved individuals, as well as to prevent retaliation/reprisal.

POLICY for PROHIBITION OF HARASSMENT AND VIOLENCE

Not every act that may be offensive to an individual or group constitutes discrimination or harassment. In determining whether discrimination or harassment has occurred, the totality of the circumstances surrounding the incident must be carefully reviewed and due consideration must be given to the protection of individual rights, freedom of speech, and advocacy.

ECCM encourages any individual who feels she/he has been or is being subjected to discrimination/harassment, to report the incident to someone on team at a 3 day weekend, or to someone on the secretariat at other ECCM sponsored events.

What should harassed individuals do?

The individual may voluntarily choose to directly address the offensive behavior. The offender may not realize the behavior is offensive. In such a situation, she/he should clearly explain to the alleged offender as soon as possible after the incident that the behavior is objectionable and that it stops. Communication with the alleged offender may be in person, on the telephone, or in writing. If the behavior does not stop immediately, or if the individual is uncomfortable talking to the offender, she/he should immediately report the conduct to any other member of the team she/he feels comfortable talking to, without fear of reprisal. Under no circumstances shall an individual be required to use personal resolution to address prohibited behaviors rather than reporting the behavior to a designated person.

Duty to report

Once the alleged incident has been reported to a weekend team member or secretariat member, they in turn must contact the secretariat as soon as possible to report the complaint. The secretariat will conduct an immediate conference call and proceed with appropriate action according to the Safe Church Policy (http://www.episcopalmn.org/safechurch_policy2005.pdf).