

Discipline

Occasionally performance or other behavior falls short of our standards and/or expectations. When this occurs, management takes action, which in its opinion, seems appropriate.

Disciplinary actions can range from a formal discussion with the employee about the matter to immediate discharge. Action taken by management in an individual case does not establish a precedent in other circumstances.

Professional Misconduct

Professional misconduct is defined as the serious and egregious violation of standards for an employee's profession. For example, this may include financial malfeasance, boundary violations with congregants, abuse of power, or other serious ethical violations on the part of any religious professional. Religious professionals include religious educators (at the director, coordinator or administrative level for children, youth, or adults), music staff (anyone who is a part of the worship team or who oversees music), administrators, membership staff, and ministerial staff (including interns).

Professional misconduct has serious and long-lasting consequences for religious communities, as it constitutes a breach of our covenant and a break in trust between staff and congregants. Individuals and congregations can be damaged by one person's misconduct, with long-term negative consequences.

As a result, allegations of misconduct are taken seriously in all cases, and will trigger a three-phase response: Reporting; Investigation; and Response. These are outlined in a separate procedural document that affirms our principles, actions and possible outcomes; however, in all cases the Church retains the right to terminate employment at-will.

Any employee who has been accused of misconduct is encouraged to reach out to their Good Officer as soon as they are notified. Good Officers serve as advocates and allies to UU professional staff. Employees should know who their Good Officers are and why/when to bring them in. This information is available through the employee's professional association.

When has been confirmed, this information will be shared as quickly as possible with the congregation, as such transparency is required by our covenantal religious practice and our need to repair the break in our covenant and move towards healing.

This disclosure will be shared with all members and friends of the congregation, and will include the general nature of the misconduct and the resulting action taken. While staff members will likely be given a chance to see this disclosure before it is released, they will not have a chance to provide input.

