**DISRUPTIVE BEHAVIOR POLICY**

Updated 12/15/2015

INTRODUCTION:

Openness to a wide variety of individuals is a value held by our congregation and expressed in our denomination’s principles. Our church has also adopted a covenant that we gather in safe and compassionate community. It is in such a community that openness can thrive. When an individual’s well-being or freedom to safely express his or her beliefs or opinions is threatened, the source of this threat will be addressed firmly and promptly.

SCOPE:

The Disruptive Behavior Policy addresses concerns regarding:

1. Perceived threats to the safety of individuals on the FUUN campus;
2. Disruption of church activities; or
3. Diminishment of the appeal of the church

POLICY:

If an immediate response is required, the leader of the activity is authorized to take action. The action taken should be the least restrictive intervention necessary to keep all parties safe. Examples include requesting a break, speaking privately with the offending person(s), asking that they leave the activity or premises, escorting them out of the building, and, in the most extreme case, calling 911.

1. When an incident occurs that involves the premature termination of a church activity or someone is excluded from an activity due to disruptive behavior, the Minister and Safe Congregation Panel (SCP) shall be notified by the leader of the activity as soon as possible, but no later than within 24 hours.
2. A written description of the incident must be submitted by the leader of the activity to the Minister or SCP within 72 hours detailing the individuals present, a thorough description of what occurred, and the action taken. SCP will meet and determine whether the action taken was appropriate and follow-up as deemed necessary.
3. A complaint may be filed if action by the Safe Congregation Panel is sought by the leader or the excluded person pursuant to the Complaint Investigation and Appeal Procedure.