



Richmond Emmaus Community Harassment Policy

Introduction

The Walk to Emmaus is a program offering of the Upper Room, a section of the General Board of Discipleship of the United Methodist Church. The Upper Room maintains an International Emmaus office in Nashville, and has an International Steering Committee which advises the Upper Room staff to sustain a high quality of service throughout the Emmaus movement.

The Richmond Emmaus Board, as the governing body of the Richmond, Virginia Emmaus Community, will not condone or tolerate any form of harassment within this Community or against persons with whom we have contact. The Board is committed to an environment in which all who participate in Emmaus events can do so freely and comfortably.

This Policy is established to help Community members recognize and address sexual harassment and other inappropriate behavior during any Emmaus event.

What Constitutes Harassment?

Sexual Harassment

This Policy addresses two kinds of sexual harassment:

1. Unwelcome sexual advances, requests for sexual favors, and/or other inappropriate verbal, written or physical conduct of a sexual nature that takes place under any of the following circumstances:
 - Grabbing.
 - Touching or patting.
 - Unwanted flirtations or advances.
2. A “hostile environment” that is created by:
 - Discussion of sexual activities.
 - Unnecessary touching.
 - Commenting on one’s physical attributes.
 - Using demeaning or inappropriate terms such as “babe,” “honey,” and “sweetie.”
 - Using unseemly gestures.

Other Forms of Harassment

Other, non-sexual actions which may be considered harassment include:

- Use of racially derogatory words, phrases, or epithets; demonstrations such as gestures, pictures or drawings that would offend a particular racial or ethnic group; comments about an individual's skin color or other racial/ethnic characteristics.
- Disparaging remarks about an individual's gender.
- Negative comments about one's beliefs.
- Expressing negative stereotypes regarding one's birthplace or ancestry.
- Negative comments regarding one's age.
- Derogatory or intimidating references to someone's mental or physical condition.
- Verbal abuse.
- Use of crude and offensive language.

Expectations:

1. The Board expects all members of the Emmaus Community to be committed to creating and maintaining an environment free of harassment, and to address any instance of harassment swiftly, fairly, and effectively.
2. If someone believes such an act has occurred, he or she should promptly report it to the Community Lay Director, providing a description of the event.
3. In determining whether the reported act constitutes harassment, consideration will be given to the totality of the circumstances, including the context in which the act occurred.

* * *

**Turn to Page 3 for the Chrysalis Harassment Policy,
including an Acknowledgement Signature Line**



Richmond Chrysalis Harassment Policy

Introduction:

The Walk to Emmaus is a program offering of the Upper Room; a section of the General Board of Discipleship of the United Methodist Church. *Chrysalis* is the youth / young adult expression of the Walk to Emmaus. The Upper Room maintains an International Emmaus office in Nashville, and has an International Steering Committee who advises the Upper Room staff to sustain a high quality throughout the Emmaus movement.

The Richmond Emmaus Board, as the governing body of the Richmond, Virginia Emmaus Community, will not condone or tolerate any form of harassment during Chrysalis events. The Board is committed to providing an environment in which all youth and young adults who participate in Chrysalis events can do so freely and comfortably.

This Policy is established to help Community members recognize and address sexual harassment and other inappropriate behavior during a Chrysalis event.

What Constitutes Harassment?

Sexual Harassment

This Policy addresses two kinds of sexual harassment:

3. Unwelcome sexual advances, requests for sexual favors, and/or other inappropriate verbal, written or physical conduct of a sexual nature that takes place under any of the following circumstances:
 - Grabbing.
 - Touching or patting.
 - Unwanted flirtations or advances.
4. A "hostile environment" that is created by:
 - Discussion of sexual activities.
 - Unnecessary touching.
 - Commenting on one's physical attributes.
 - Using demeaning or inappropriate terms such as "babe," "honey," and "sweetie."
 - Using unseemly gestures.

Other Forms of Harassment

Other, non-sexual actions which may be considered harassment include:

- Use of racially derogatory words, phrases, or epithets; demonstrations such as gestures, pictures or drawings that would offend a particular racial or ethnic group; comments about an individual’s skin color or other racial/ethnic characteristics.
- Disparaging remarks about an individual’s gender.
- Negative comments about one’s beliefs.
- Expressing negative stereotypes regarding one’s birthplace or ancestry.
- Derogatory or intimidating references to someone’s mental or physical condition.
- Verbal abuse.
- Using crude and offensive language.

Expectations:

1. The Board expects everyone serving on a Chrysalis Team to be committed to creating and maintaining an environment in which all participants will be free of harassment. Every adult team member is responsible to recognize acts of sexual or other harassment, and to ensure that such instances are addressed swiftly, fairly and effectively.
2. If a youth or young adult believes that he/she has been sexually harassed or the focus of inappropriate behavior, they should report such incidents immediately to the Chrysalis Lay Director or an adult team member, providing a description of the event.
3. In determining whether the reported conduct constitutes harassment, consideration will be given to the totality of the circumstances, including the context in which the act occurred.

NOTE: Background checks are required of all adults teaming on a Chrysalis weekend.

* * * * *

I understand and acknowledge the above Policy:

Signature of Chrysalis Team Member

Date