

## **Anti-Harassment Policy**

### **HARASSMENT, INTIMIDATION, VERBAL ABUSE**

Every person has the right to work in a non-hostile environment free from harassment, physical abuse or neglect or undue emotional distress. Harassment, intimidation, or verbal abuse is not acceptable to the Synod. Persons serving the Synod are expected to be civil in all relationships.

Examples of behaviors that are unacceptable but not limited to:

Striking another person.

Swearing or using profane language in normal conversation or when directed in a negative manner against another person or group.

Expressing innuendo or gossip about another person.

Unfairly and routinely criticizing the work of another, making undignified remarks to another employee or program participant, or saying things in a group discussion that are humiliating to another.

Exhibiting a superior attitude, making threatening remarks, engaging in blustery behavior in order to intimidate another or make that person feel small.

Making offensive or insulting statements to or about another person.

### **BOUNDARY TRAINING**

Boundary training, which includes the topic of sexual misconduct and child sexual and other forms of abuse prevention, will occur at least every thirty-six months for all staff.

Synod Commissioners are expected to have had boundary training through their presbytery or session. Should that person not have had boundary training, they are to inform the Synod Stated Clerk, who will provide that training.