

First Unitarian Universalist Church Columbus, Ohio	
Chapter II. Congregational Responsibilities	
Title: Nondiscrimination Policy	Source: Coordinating Team
Original Approval by: Coordinating Team	Original Approval Date: 06/14/17
Original Effective Date: 06/14/17	Date of Last Review: 06-14-17

I. Background and Purpose

First UU has had a nondiscrimination statement in its Personnel Policy/Employee Handbook for years. Because the policy does not apply to ministers, the coverage is incomplete. Although the Coordinating Team plans to work with the Personnel Committee to update the Personnel Policy and separate it from the more procedural Handbook, that process will take some time. Another approach is to ask the Board to consider including a Non-Discrimination clause in the Governance Policy. In the interim, the Coordinating Team adopts this Nondiscrimination Policy to ensure that First UU has a clear policy against discrimination.

II. Coverage

This policy applies to all First UU employees, including SYC staff, volunteer staff, and ministers; to First UU members and friends.

III. Nondiscrimination Protection

There shall be no harassment or discrimination on the basis of race, color, sex, age, disability, national origin, ancestry, sexual orientation, gender identity, gender expression, marital status, parental status, veteran status, or citizenship status.

IV. Reporting

Because harassment or discrimination may arise in any setting, a person wishing to report a violation of this nondiscrimination policy is authorized to report it to any minister, the Director of Administration, or to any non-minister member of the Safety Response Team.

V. Acknowledgement

A member of First UU who is chosen to serve as a member of the Board of Trustees, the Coordinating Team, the Personnel Committee, the Finance Committee, the Nominating Committee, a Search Committee, the Respectful Relationships Team, or the Safety Response Team must be given a copy of this policy and sign an agreement to abide by the policy before their service begins (or as soon thereafter as is feasible).

VI. Training

The Coordinating Team has the responsibility and the authority to ensure that non-discrimination training is offered to members of the groups listed under “V. Acknowledgement” and to create opportunities for congregational learning about nondiscrimination.