

# Behavior Policy

The first principle of the Unitarian Universalist Association is the inherent worth and dignity of every person. The second principle is justice, equality, and compassion in human relations. In keeping with those principles, we expect members of our Decorah UU Fellowship and guests to treat everyone with respect and compassion.

This policy governs behavior at all Decorah UU sponsored events. Our policies are always protective rather than punitive. Specific restrictions on behavior are as follows:

1. Verbal, physical, and sexual harassment or abuse of adults or children are never acceptable.
2. Indications of child abuse, specifically, must be reported promptly to the Child Abuse Hotline 1-800-362-2178 in addition to initiation of the accompanying Behavior Violation Procedure.
3. To provide safety in activities involving children,

a. We recommend at least the following number of adults<sup>1</sup>:

<b>Children's Age</b>	<b>No. of adults/child</b>
Two weeks to two years	1 to every 4
Two years	1 to every 6
Three years	1 to every 8
Four years	1 to every 12
Five to ten years	1 to every 15
Ten years and over	1 to every 20 children

- b. Each employed provider will sign a statement confirming lack of a recorded finding of child (or dependent adult) abuse.
- c. We recommend that at least two adults be present.

4. Convicted Sex Offenders may participate in fellowship activities if the offender:

- a. allows the treatment provider or parole officer to inform a Board representative of the number, timing, and nature of the offense and current risk of recidivism.
- b. is willing to go for a risk assessment with a qualified therapist and
- c. the treatment provider or therapist reports that the offender is not at high risk for recidivism
- d. is willing sign and comply with the requirements of the Limited Access Agreement<sup>2</sup>

5. Both Accuser and Accused in possible Behavior Policy violations are entitled to confidentiality subject to fairness to the accused and safety of others. The Accused is entitled to know the specifics of the allegation.

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<sup>1</sup> These standards are for Iowa Licensed Child Care Centers. NEIUUF is probably not required to use this standard. Our standard has been one adult for every 8 children below middle school age and one for every 10 children of middle school or high school age.

<sup>2</sup> Sample Limited Access Agreement in Registered Sex Offender Procedure