

Unicamp Policy: Anti-Harassment (Internal)



Anti-Harassment

Unicamp is a Unitarian Universalist camp committed to providing a safe and welcoming seasonal camp and spiritual retreat to a diverse community. Our Unitarian Universalist values-based programs and activities are designed to enable this community to demonstrate a respect for our natural assets for each other, and for the interdependent web of creation.

1. Commitment

In recognizing the need to set proactive policies that establish best practices in reacting to situations, Unicamp commits to upholding the inherent worth and dignity of every person and to justice, equity and compassion among individuals and groups and to the creation of a physically, emotionally and sexually safe environment for each person, camper and staff member.

2. Unicamp's interpretation of harassment

Harassment can be physical, emotional and/or sexual. It can range from minor interaction that causes mild discomfort to more serious, invasive actions. Harassment may or may not be intentionally damaging but is always unacceptable. It is characterized by any word or action that seeks to oppress, ridicule or demean and may be affected by such characteristics as age, sex, race, color, creed, religion, ancestry, national origin, mental or physical disabilities or any other special individual features. Harassment can also include pressure to conform or please. Unintentional harassment is still harmful; it signifies insensitivity and/or ignorance and therefore still needs to be addressed.

Sexual harassment can involve the above concerns and may, in addition include:

- Unwelcome physical contact, such as touching, blocking, and staring
- Making sexual gestures
- Making or displaying sexual drawings or photographs
- Unwelcome verbal conduct such as slurs, insults, jokes, and other sexual comments
- Sexual advances
- Requests for favours
- Infliction of discussions or sights of activities that are uncomfortable for the receiver.
- E-mail, voice messages, or similar communication which are persistent and unwelcome and sexual in nature

- Lewd suggestive comments regarding an individual's style of dress, appearance, body, or personal life
- Any unwelcome conduct of a sexual nature

3. Intent

In a harassment-free camp environment, campers, employees and volunteers must be free to:

- Reasonably express their opinions,
- Discuss an issue, problem or situation with someone who has the authority and
- Ability to make changes if necessary.

Unicamp will not tolerate the physical, emotional or sexual harassment of any individual of any age or status by any age or status.

4. Prevention

Education and awareness are the prime preventions. All staff, both junior and senior will be provided with training in the issues and early signs to watch out for including specific training pertaining to workplace violence and harassment.

Campers will be offered similar information and given the mandate to be aware and report any concern of any intensity.

Individuals are encouraged to advocate for their right to have their feelings protected and are encouraged to clearly state their feelings to the harasser whenever possible, using the Conflict Resolution Process, below. In this way an atmosphere can be created wherein reporting becomes a duty and complaints are taken seriously and all parties are dealt with in a spirit of compassion and justice.

5. Conflict Resolution Procedure

1. Address the person you are having the conflict with, clearly stating what the issue is and how it could be remedied.
2. Write down your experience of the conflict, stating the facts.
3. Ask for help from your supervisor if applicable.
4. If these attempts fail, approach a supervisor with whom you feel most comfortable to:
 - a. Set up formal mediation with an appropriate supervisor and/or spiritual advisor

(OR)

 - b. Set up arbitration with an appropriate supervisor, trained professional, or spiritual advisor.

6. If the above procedure is unsuccessful, the Camp Director has the authority to make a determination of how to proceed, in discussion with the Executive Director and/or Board.

7. Confidentiality: Information about complaints will be held in confidence to the extent possible but Unicamp cannot guarantee absolute confidentiality.