



The Unitarian Universalist Church of Buffalo
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The Reverend Cathy Harrington, Interim Minister

Section Thirteen (13): Safe Congregation Policy

1. Adults who work with youth are in positions of power and play a key role in the spiritual and identity development of younger members of the community. Therefore, it is especially important that adults be qualified to provide the special nurture, care, and support that will enable youth to develop a healthy, positive sense of self and responsibility.
 - a. Any harassment regarding race, color, national origin, religion, age, sex, gender, sexual orientation, disability, or other marginalized status will not be tolerated. Such harassment includes unsolicited remarks, gestures or physical contact, display or circulation of written materials or derogatory pictures directed at any of these categories. In addition, sexual advances, jokes, explicit or offensive pictures, requests for sexual favors, sexting, and other verbal or physical conduct of a sexual nature constitute sexual harassment.
2. While sexuality is a healthy and important part of young people's lives, there are times and places where sexual behavior is inappropriate.
 - a. All youth participants must abide by the following policies:
 - i. Participants must respect each other's physical boundaries.
 - ii. Participants shall refrain from sexual, seductive or erotic behavior while at an event.
 - iii. Sexual behavior between participants at an event and sexual harassment are not permitted and will not be tolerated.
 - iv. The event leadership team is responsible for ensuring this policy is enforced. Parents/guardians are invited to discuss this policy with youth.
3. Youth and adults suffer damaging effects when adults become sexually involved with young persons in their care; therefore, adults will not engage in any physical, sexual, seductive, erotic or romantic behavior with youth. Neither shall they sexually harass or engage in behavior with youth which constitutes verbal, emotional, or physical abuse. In cases of violation of this code, appropriate action will be taken.
4. Adults are expected to identify and report suspicion of use or possession of illegal substances, harassment, abuse, and sexual or other misconduct, and will not engage in such behaviors themselves.

5. In addition to their reporting obligations to the UUA, certain UUA employees are mandated reporters of suspected abuse or neglect of students as specified by applicable state law. Please visit <http://www.nysmandatedreporter.org/> for more information.
6. UUCB strongly suggests event coordinators utilize Permission Slips with events involving children. UUCB has a general permission slip form on file in the office.
7. UUCB additionally has an optional Voluntary Disclosure Statement for event coordinators on file in the office.
8. Allergic reactions, specifically to peanuts and tree nuts, can cause a life-threatening (anaphylactic) reaction for individuals. The RE Program will not intentionally serve any product containing peanuts or tree nuts in any of our classes where allergies have been reported. When a specific classroom has a child enrolled with a peanut/ tree nut allergy, parents and volunteers will be advised that the room is a peanut free zone, and children will be asked to wash hands and faces before entering. (Wipes will be available outside the classrooms for this purpose.) This is to help ensure that no residue from food containing peanut product gets on tables, counters or utensils.
 - a. **Please note: the Anthony Room and Emerson Room are nut free.**
 - b. Epi-pens, inhalers and other emergency medications are not provided by UUCB; families must provide this medication and inform UUCB staff and volunteers. If emergency medication is used by a child during a UUCB event, parents/guardians will be notified. If an Epi-pen is used, 911 will be called.