

Reversing Falls Sanctuary Safe Sanctuary Policy 2019

The Administrative Council of the Brooksville United Methodist Church (BUMC) has designated a policy to ensure that the Brooksville United Methodist Church (713 Coastal Rd.) and the Reversing Falls Sanctuary (818 Bagaduce Rd) are safe, secure environments for all who gather in these places.

Purpose:

The purpose of that commitment is to promote positive relations and to oppose bullying, harassment and intimidation (BHI) in all forms by all those who gather at BUMC and RFS.

In this document the definition of bullying, harassment and intimidation is considered to be a conscious, willful, and deliberate activity intended to harm, induce fear through the threat of further aggression and create terror. It is not about anger, nor about conflict: It is about contempt.

BHI always includes these three elements:

- Imbalance of power—the bully can be older, bigger, stronger, more verbal, higher on the social scale, a different race, the opposite sex
- Intent to do harm---the bully means to inflict emotional harm and/or physical pain, expects the action to hurt and takes pleasure in witnessing the hurt
- Threat of further aggression---both bully and bullied know that bullying can and probably will occur again

When bullying escalates unabated, a fourth element is added:

- Terror—systematic violence used to maintain dominance

Based on our belief that all persons are of sacred worth, we declare that it is the right of all individuals of all ages to be free of victimization. We expect all people gathered at RFS to demonstrate appropriate behavior; to treat others with civility, kindness and to refuse to tolerate bullying, harassment, intimidation (BHI). It is the responsibility of those who witness victimization to stop it and to report the incident to the Reversing Falls Sanctuary Board President, who will:

- Respond to incidents in a prompt manner
- Commit that both the bullied and the bully are dealt with in a responsible and caring manner