

UUMAN Respectful Relations – Restoring Productive Behavior

A member's affirmation of the Respectful Relations Covenant and his / her actions that reflect accord with the covenant are likely to foster the trust and respect that community collaboration requires for its members and the community at large to achieve their objectives. Behavior that is disruptive to maintaining the Respectful Relations Covenant is deemed to be unproductive. Taking steps to mitigate the impact of unproductive behavior and to restore the productive relationship behaviors the Covenant exists to foster is a commitment members make when they indicate their support for the Covenant.

As a member, I will follow these Restoring Productive Behavior Steps to restore covenantal behavior when I feel covenantal behavior did not occur:

1. Acknowledge that behavior unproductive to supporting the Respectful Relations Covenant has occurred
2. Identify the people who are involved in the situation in which the unproductive behavior occurred
3. Convene a face-to-face conversation with those involved
 - a. Describe the behavior that appears to be unproductive. If possible, get agreement that the behavior occurred.
 - b. Accept responsibility for the unproductive behavior if I know I caused it. See if the others involved need me to do anything to make amends or support the covenant in the future. Agree to any actions and close the matter if possible.
 - c. Allow those involved to share why they think behavior was or wasn't unproductive and the impact of that occurring. Allow those involved the chance to accept responsibility for their actions and do what can be done to make amends and support the covenant going forward. Agree to any actions and close the matter if possible.
4. If the above did not work or if there is discomfort in doing that alone, I will reach out to a friend or someone else I trust in UUMAN to help me do the step above.
5. Contact a member of the Healthy Congregation Team for resolution support if disagreement about how to restore productive behavior persists and no solution seems possible among those involved.
6. Participate willingly as a member of the Healthy Congregation Team facilitates resolution, which could include involvement of the UUMAN Board if the nature of the matter warrants that.
7. Understand that the behavior of anyone involved in this situation could be deemed so unproductive or disruptive that their membership status could be altered or that their failure to comply with prescribed future behaviors could also affect their membership status or their ability to participate in any UUMAN activity. In such a situation, action would be taken as outlined in the UUMAN Policy for Handling Severely Disruptive Behavior.
8. Understand that any action affecting anyone's membership status would be authorized by the UUMAN Board and that the UUMAN Board has the authority to modify a member's membership status due to disruptive behavior or its impact.

As a member, I will participate in the Restoring Productive Behavior Steps if invited by any member who feels I was involved in a situation in which unproductive behavior occurred, whether I think I was involved or whether I think it was unproductive or not.