



## **The Texas Gathered Community of Spiritual Directors (TGC)**

### **Nondiscrimination/Anti-Harassment Policy**

The Texas Gathered Community of Spiritual Directors (TGC) is TGC is a tax-exempt 501(c)(3) non-profit religious and educational organization dedicated to the ministry and service of spiritual companionship in the church and community. Consistent with the values we hold, TGC is committed to an environment in which all individuals are treated with respect and dignity. Each individual has the right to a respectful environment that promotes equal opportunities and prohibits discriminatory practices, including harassment. While TGC has no employees, TGC expects that all relationships among members, participating nonmembers, event participants, volunteers and leaders will be free of bias, prejudice, discrimination, and harassment.

In order to keep this commitment, TGC maintains a strict policy of prohibiting unlawful harassment of any kind, including sexual harassment and harassment based on race, color, religion, national origin, sexual orientation, gender identity or expression, sex, age, physical or mental disability or any other characteristic protected by state, federal or local employment discrimination laws. This policy applies to all members, participating nonmembers, event participants, volunteers and leaders in programs of TGC as well as those in organizational leadership positions including the Board of Directors and the Charis Spiritual Direction Training Program Council.

Sexual harassment includes, but is not limited to, making unwanted sexual advances and requests for sexual favors where either:

1. Submission to such conduct is made an explicit or implicit term or condition of <sup>1</sup>employment; or
2. Submission to or rejection of such conduct by an individual is used as the basis of employment decisions affecting such individuals; or
3. Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive environment.

Examples of unlawful harassment include, but are not limited to:

- Verbal conduct such as epithets, derogatory jokes or comments, slurs or unwanted sexual advances, invitations or comments.
- Visual conduct such as derogatory and/or sexually oriented posters, photography, cartoons, drawings, e-mail and faxes or gestures.
- Physical conduct such as assault, unwanted touching, blocking normal movement or interfering with work directed at an employee because of an employee's sex or other protected characteristic.
- Threats and demands to submit to sexual requests in order to keep one's job or avoid some other loss, and offers of employment benefits in return for sexual favors.
- Retaliation for having reported or threatened to report unlawful treatment.

---

<sup>1</sup> This definition is taken from Title VII of the Civil Rights Act of 1964 and is ordinarily used in the workplace. For purposes of this policy, workplace is defined broadly as the work of The Texas Gathered Community of Spiritual Directors (TGC), be it an educational, learning or training environment, or a spiritual development or retreat environment. Therefore, any conduct that would affect an individual's ability to participate fully and wholly in the TGC program would be included in this definition.

Any person who believes he or she has been harassed by a member, nonmember, participant, volunteer and/or leader of TGC should promptly report the facts of the incident(s) and the names of the individual(s) to the TGC Board President, Vice-President and/or Charis SD Training Program Board Representative. Upon receipt of a complaint, TGC will undertake an objective and good faith investigation of the harassment allegations. If the organization determines that harassment has occurred, effective remedial action will be taken in accordance with the circumstances involved.

Complainants will not be retaliated against for filing a complaint and/or assisting in a complaint or investigation process. Further, TGC will not tolerate or permit retaliation against any complainant or anyone assisting in a harassment investigation.