



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

### **Reporting Discrimination or Harassment**

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. To contribute to developing a healthy container for learning and sharing and full participation in TGC programs, TGC expects all participants to keep the community free from discrimination, harassment and retaliation. While TGC has no employees, TGC invites any TGC participant (e.g. member, participating nonmember, volunteer, leader) who encounters, witnesses or becomes aware of conduct which he/she/they believes is inconsistent with TGC policy should immediately report it.

In order to make reporting as easy as possible, participants have the following options for reporting. Please report (via email, in-person, or by downloading the attached form, filling it in, and attaching it to an email) and sending to one of the following:

- TGC Board of Directors President – Stacy Boyer ([stacy.b@thegatheredcommunity.org](mailto:stacy.b@thegatheredcommunity.org))
- TGC Board of Directors Vice-President – Cindy Serio ([cindy.s@thegatheredcommunity.org](mailto:cindy.s@thegatheredcommunity.org))
- TGC Board Representative – Charis SD Training Program – Becky Oates ([havenofrest@earthlink.net](mailto:havenofrest@earthlink.net))

TGC will impartially investigate all complaints of discrimination, harassment or retaliation made pursuant to this policy. Investigations will be kept confidential with the understanding that it may be necessary to discuss or disclose certain information in the course of its investigation. The nature of the complaint will determine how and by whom it is investigated.