

Respectful Behaviours Policy

Version 1.0

Ratified by the State Trustees of Victoria on 26 February 2023.

Definitions

CICV refers to the Christian Israelite Church of Victoria.

Officers refers to judges and judgesses of church bodies within Victoria, and the male and female state trustees of Victoria. It also applies to interstate judges, judgesses, and trustees who may temporarily perform a role within the CICV.

Other leaders refers to those who lead a church program, service, or activity, such as preachers, door keepers, Sunday School teachers, and choir directors.

Members refers to any person who is a registered member of the CICV.

Purpose

The purpose of this policy is to establish clear expectations for the behaviour of all individuals who attend CICV events and utilise its facilities, with the goal of promoting a respectful and safe environment. The policy is also intended to prevent incidents of harassment and bullying, and to create a community where all members feel valued and supported.

Scope

This policy applies to all people associated with the CICV, including officers, other leaders, members, and visitors.

Policy Statement

Values

The CICV operates under the following values and seeks to bring them into all interactions with others:

- **Spiritual Direction:** We seek God's guidance in all that we do.

Trust in the LORD with all thine heart; and lean not unto thine own understanding. In all thy ways acknowledge him, and he shall direct thy paths. Proverbs 3:5-6.

- **Respect:** We treat others with dignity, kindness, and courtesy.

Therefore all things whatsoever ye would that men should do to you, do ye even so to them: for this is the law and the prophets. Matthew 7:12.

- **Honesty:** We are truthful and transparent in our relationships and communications.

Wherefore putting away lying, speak every man truth with his neighbour: for we are members one of another. Ephesians 4:25.

- **Integrity:** We ensure our words, beliefs, and actions are aligned.

And as for me, thou upholdest me in mine integrity, and settest me before thy face for ever. Psalm 41:12.

- **Honour:** We seek to make decisions and act in ways that are morally upright.

Lord, who shall abide in thy tabernacle? Who shall dwell in thy holy hill? He that walketh uprightly, and worketh righteousness, and speaketh the truth in his heart. Psalm 15:1-2.

Christian Israelite Church of Victoria

Positive Behavioural Expectations

The CICV is committed to creating and sustaining a positive and mutually supportive environment based on the above values and by outlining positive behavioural expectations, as follows:

- **Respectful Communication:** All members of the church community are expected to communicate with one another in a respectful manner, using language that is appropriate and free of derogatory or offensive remarks;
- **Listening and Valuing Opinions:** People are expected to listen actively and respectfully to others' opinions, even if they do not agree with them;
- **Personal Boundaries:** The CICV expects all members of the church community to respect one another's personal boundaries, including physical and emotional boundaries;
- **Welcoming Environment:** The CICV expects everyone to treat others with kindness, compassion, and acceptance, regardless of their connections, circumstances, and background;
- **Conflict Resolution:** In the event of a conflict, the CICV expects all members of the church community to engage in respectful conflict resolution. As part of this, the CICV encourages open and honest communication, active listening, and a willingness to find common ground.

The CICV believes that in upholding these expectations and operating within the above values, the church can create a safe, supportive, and welcoming environment for all who attend.

For officers and other leaders, expectations are further outlined in the *CICV Code of Conduct for Leaders*.

Unacceptable Behaviour

The CICV will not tolerate unlawful or unacceptable behaviour. This includes:

- **Harassment:** Any behaviour that is intended to intimidate, pressure, humiliate, or harm another person, including verbal, physical, and emotional abuse, and stalking;
- **Discrimination:** Discrimination based on a person's situation, personal connections, background, race, and gender, etc.;
- **Exclusion:** Any behaviour that intentionally excludes or isolates another person from church activities or events where their membership otherwise allows them to attend;
- **Threats:** Any behaviour that includes threatening or intimidating language, gestures, or actions toward another person;
- **Non-Consensual Boundary Crossing:** Any behaviour that makes someone feel uncomfortable or violated physically or emotionally;
- **Cyberbullying:** Any behaviour that involves the use of technology to harass, intimidate, or harm another person;
- **Other Forms of Bullying:** Any other form of aggressive behaviour that is intentional, repeated, and/or that involves an imbalance of power between the perpetrator and the victim;
- **Retaliation:** Any behaviour that involves retaliation against another person for reporting bullying or unacceptable behaviour.

Issues of Non-Compliance

The CICV takes all reports of bullying or unacceptable behaviour seriously. The CICV supports the right of any person to raise any concern they have, which can be done by reporting the matter to the local judge and judgess, or the state trustees where the matter relates to a judge or judgess. Concerns will be dealt with in a timely, professional, and appropriate manner, with officers taking suitable action to

Christian Israelite Church of Victoria

address any incidents. Where the parties cannot agree on what has occurred/what is occurring, the officers may defer the matter to the laws of the land as per the *Guide for the General Assemblies*.

Issues of non-compliance that constitute a breach of a church law will be addressed accordingly, while issues of non-compliance that constitute a criminal offence according to the laws of the land will be reported to police.

Complaints that are vexatious, frivolous, or otherwise not made in good faith will constitute a breach of this policy. All concerns should be raised in the spirit of the values listed above and within the behavioural expectations of this policy.