

Zero Tolerance Abuse Policy

Section:	Administration	Number:	G.107
Subsection:	Governance	Date Voted:	
Subject:	Zero Tolerance Abuse	Updated:	unapplicable
Created:	June 22, 2026	Pages:	2

Policy Statement **1.0.** The Maritime Conference of Seventh-day Adventists is committed to providing a safe, welcoming, and respectful environment for all employees, volunteers, members, and visitors.

The Conference maintains a **zero-tolerance policy** toward any form of abusive, aggressive, or inappropriate behaviour directed at staff or others within its operations.

Purpose **2.0.** This policy establishes clear expectations for respectful conduct and outlines the Conference's response to unacceptable behaviour, in order to:

- Protect staff and volunteers.
- Ensure a safe and respectful environment.
- Promote interactions consistent with Christian values.

Applicability **3.0.** This policy applies to all individuals interacting within the Maritime Conference, including:

- Employees and volunteers
- Church members and attendees
- School students, parents and visitors to the school
- Camp Pugwash campers, seasonal renters, visitors and event attendees

It applies to all interactions, including:

- In-person engagements
- Conference properties and events
- Telephone, email, and digital communications

Guidelines **4.0.** **a. Unacceptable Behaviour**
Unacceptable behaviour includes, but is not limited to:

- Physical violence or threats of violence
- Verbal abuse, including yelling, profanity, swearing or humiliating someone.
- Offensive or intimidating phone calls or e-mails.
- Harassment, discrimination, or offensive remarks
- Intimidation or bullying
- Excessive or unreasonable demands that disrupt normal operations

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b. **Expected Conduct**

Interactions are to exemplify a Christ-like character are expected to be conducted with:

- Courtesy and respect
- Self-control and professionalism
- Consideration for others
- Behaviour that is not harmful to others.

c. **Response and Enforcement**

Where unacceptable behaviour occurs, Conference staff are authorized to take appropriate action, including:

- Requesting that the behaviour cease immediately
- Ending the interaction (including terminating calls or meetings)
- Requiring the individual to leave the premises
- If such behaviour persists or escalates, additional measures may be taken, including restriction of access to Conference services or facilities.

In situations involving threats, violence, or safety concerns, **law enforcement may be contacted.**

d. **Responsibility**

- **Staff and Volunteers** are responsible to uphold and apply this policy.
- **Leadership** is responsible to ensure consistent and fair enforcement.
- **All participants** share responsibility for maintaining a respectful environment.

e. **Compliance**

Failure to comply with this policy may result in removal from premises, limitation of access to services, or further action as deemed appropriate by Conference leadership.