

Consent Policy

The Maine Pagan Clergy Association seeks to create a safe and welcoming space for all participants at our events and gatherings.

Facilitators, event attendees, leaders, and all members of MPCA are expected to adhere to the following guidelines regarding consent:

1. It is your responsibility to monitor your own behavior, and ensure that your words or actions do not harm, harass, or threaten other event participants.
2. Harassment can include, but is not limited to: offensive comments, unwanted touching, stalking, unwanted flirting, or sexual behaviors.
3. We are all expected to honor each person's sovereignty over their own body. Always ask before touching, hugging, or offering other intimate contact with another person. Wait for a clear, "Yes" before making any contact, and be willing to accept a "No," at any time.
4. If someone touches you or addresses you in a way that makes you uncomfortable, you are free to say "No" and ask them to stop.
5. Minors and incapacitated adults cannot give consent.
6. Consent must be freely given, by fully-informed and competent adults, and can be withdrawn at any time.
7. Please let us know about any problematic situation or incident, whether experienced or witnessed, so that we can help keep our events safe for all attendees
8. We reserve the right to request that an individual leave our events if their behavior is inappropriate/unacceptable.

POLICY

1. Misconduct and Harassment (*Adults/Incapacitated individual*)

- A. (*From Wikipedia*) "Sexual misconduct encompasses a range of behavior used to obtain sexual gratification against another's will or at the expense of another. Sexual misconduct includes sexual harassment, sexual assault, sexual abuse, and any conduct of a sexual nature that is without consent, or has the effect of threatening or intimidating the person against whom such conduct is directed.[1]"
- B. Sexual and intimate harassment includes, but is not limited to:
 - a. Requests for sexual favors – physical, verbal, psychic/energetic, written, or photographic/electronic.
 - b. Unwanted touch or sexualized/derogatory comments.
 - c. Discrimination, coercion, or threats to position/participation.
 - d. The dissemination of unwanted material (such as cartoons, articles, pictures, etc.) which contain sexual themes.

2. Reporting Misconduct/Harassment

- A. Request that the person stop their behaviors.
- B. At events: speak to an MPCA representative for immediate support, and intervention if necessary.
- C. Allegations shall be made according to the MPCA Grievance Policy.
- D. Allegations must be detailed, in writing/electronically regarding time, date, and circumstances.

3. Investigating Misconduct/Harassment

- A. MPCA shall investigate allegations according to their Grievance Policy.

4. Responding to Misconduct/Harassment

- A. MPCA will immediately respond.
 - a. The offending individual will be asked to leave.
 - b. Grievance procedures will be conducted, as appropriate.
 - c. Law enforcement and Human Services will be contacted, as appropriate.
- B. MPCA Board-members, or Licensees, accused of misconduct shall:
 - a. Have position/credentials “frozen” during the course of an investigation.
 - b. Have position/credentials permanently revoked if evidence supports the allegations.
- C. Those making false allegations, or providing false information, will be subject to disciplinary action as outlined in the MPCA Grievance Policy.
- D. Individuals found guilty of misconduct/harassment, shall be banned from MPCA-sponsored events. This information will be given to them, when possible, electronically and in hard-copy.

5. Oversight and Education

- A. The following policies will be reviewed on a yearly basis: Consent, Ethics, and Grievance.
- B. Standards shall be posted on the MPCA website as well as at all MPCA-sponsored event

2. Misconduct and Harassment (*Minors*)

- A. Allegations regarding misconduct/harassment towards children or incapacitated individual:
 - a. Immediate report to law enforcement and Human Services.
 - b. If a representative of MPCA: titles, office, and Clergy credentials will be “frozen” during an investigation.
- B. In the case of misconduct or harassment being confirmed:
 - a. If a representative of MPCA: titles, office, and/or Licenses shall be permanently revoked.
 - b. Individual shall be notified, in writing, of these decisions.
 - c. Individual shall be notified that they are banned from MPCA-sponsored events.

3. Offenders

- A. If registered, convicted, or case-pending of violent crimes or non-consensual sexual contact:
 - a. Cannot serve on the MPCA board, receive Licensure, or attend MPCA-sponsored events.
- B. If registered or convicted of **non-violent or consensual** contact/offense:
 - a. Cannot serve on the MPCA board or receive Licensure.
 - b. May, possibly, be approved for involvement in MPCA events with prior approval from the MPCA Board
 - i. Full Disclosure and Board-review are required.