

Union of Saints

Negative Conduct Meeting Brief and Remediation Plan

Purpose of This Brief

The purpose of this meeting brief is to formally address conduct that has caused harm, distress, or disruption within the Union of Saints community. This document exists to protect personal dignity, emotional safety, and the integrity of the organization while creating appropriate space when harmful behaviors are present.

This brief is not punitive in nature. It is corrective, protective, and restorative where possible.

Guiding Principles

Union of Saints operates under the following principles:

- Respect for human dignity
- Personal autonomy and consent
- Emotional and psychological safety
- Accountability without humiliation
- Space as a form of protection and care

When these principles are compromised, intervention becomes necessary.

Identified Areas of Concern

The following behaviors have been observed or reported and require formal address:

- Patterns of communication that are experienced as intimidating, demeaning, or coercive
- Repeated boundary violations after verbal or written notice
- Public or private commentary that escalates conflict or causes emotional harm
- Intrusive behavior that disregards consent, privacy, or stated limits
- Actions that create fear, distress, or a hostile environment

These behaviors impact not only individuals but the collective wellbeing of the community.

Immediate Protective Measures

Effective immediately, the following measures are implemented to create space and stabilize the environment:

- Temporary reduction or suspension of direct communication
- Redirection of all contact through designated organizational channels if applicable
- Physical or digital separation from Union of Saints activities as necessary
- A pause on collaborative engagement until further notice

These measures are protective and are not a declaration of guilt.

Expectations Moving Forward

To remain in good standing with Union of Saints, the following expectations apply:

- All communication must remain respectful, measured, and non intrusive
- Boundaries must be honored without negotiation or reinterpretation
- No retaliatory behavior, public commentary, or indirect messaging
- Acknowledgment that space is required and must be respected

Failure to adhere to these expectations may result in extended separation or permanent removal from participation.

Remediation Plan

Union of Saints believes that accountability paired with self reflection can lead to meaningful change when an individual is willing.

The following steps outline the remediation path:

Step One Reflection Period

A defined period of no contact or limited contact to allow emotional regulation and reflection.

Step Two Acknowledgment

A written acknowledgment that demonstrates:

- Understanding of the behaviors that caused harm
- Recognition of boundaries that were crossed
- Acceptance of the need for space and correction

No apology is required if it is not genuine. Accountability is the goal.

Step Three Education or Support

Voluntary engagement in:

- Conflict resolution education
- Trauma informed communication learning
- Counseling or mediation with a qualified professional

Proof of participation may be requested when appropriate.

Step Four Review

Union of Saints leadership will review readiness for re engagement based on:

- Demonstrated behavior change
- Respect for boundaries during the separation period
- Alignment with organizational values

Re engagement is not guaranteed and is evaluated case by case.

Statement on Safety and Autonomy

Union of Saints affirms that no individual is required to endure abuse, coercion, or psychological harm in the name of community, forgiveness, or misunderstanding.

Space is not rejection.

Boundaries are not punishment.

Protection is an act of care.

Closing Statement

This brief serves as a formal record of concern, response, and expectation. It is issued in good faith and with the intention of restoring safety, clarity, and dignity for all parties involved.

Issued by:

Union of Saints Leadership

Date: _____

