

CoDA Service Conference 2018

Motion Form

Committee: CoRe Board & Issues Mediation Date: 7/27/18

Motion Number: 1 Revision #: 2

 Revision Date: 8/10/18

Result (data entry purposes only) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Motion: To add the following policy to FSM Part 1 Section 03 Communications within CoDA.

Co-Dependents Anonymous does not tolerate harassment, bullying, or discrimination of any kind. No person should be the subject to unwanted verbal or physical conduct which intimidates or shows hostility towards that person because of their gender, age, national origin, skin color, disability, language, sexual orientation, or pregnancy. Such conduct will result in immediate referral for resolution to the Issues Mediations Committee (IMC). The Issues Mediations Committee will use the Dealing with Disagreements process to determine action. If the Group Conscience is to remove the person from a CoDA service position, IMC will notify that person as well as the CoDA Board of Trustees.

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Intent: To ensure a safe environment for all CoDA fellowship members and service workers. This will reinforce what is stated in our FSM, but specifically call out any bullying, harassment or discrimination which is not currently specifically stated in our FSM.

-Remarks:

Definitions

*Bullying is the belittling or threatening behavior directed at an individual or a group of individuals. It includes any conduct that is threatening, humiliating, intimidating, prevents work from getting done, and includes verbal abuse*

*Harassment is as an act of systematic and/or continued unwanted behaviors and actions from one party or a group, towards another party or a group. The purposes may vary and includes biases, prejudice, personal malice, an attempt to force someone to quit a job or grant sexual favors.*

*Discrimination is defined as treating a person differently than others based upon that person’s gender, sexual preferences, age, national origin, skin color, disability, language, pregnancy, and/or any other legally protected classification. If you are being bullied or harassed, you might:*

* *be less active or successful*
* *be less confident in your work*
* *feel scared, stressed, anxious or depressed*
* *have your life outside of work affected, e.g. study, relationships*
* *want to stay away from doing service*
* *feel like you can’t trust the people who you work with*
* *lack confidence and happiness about yourself and your work*
* *have physical signs of stress like high blood pressure, headaches, backaches, sleep problems*

**This motion requires changes to: (please check any that apply)**

 **By Laws X FSM P1 FSM P2**

 **FSM P3 FSM P4 FSM P5**

 **Committee Function**