



Mount Zion Anti-Harassment Policy

Mount Zion Baptist Church is committed to providing a community that is free from all forms of discrimination, including sexual harassment. Mount Zion's policy on anti-harassment and discrimination is part of its overall efforts to provide a environment free from discrimination and retaliation to the extent Mount Zion is covered by such laws. This policy is also part of Mount Zion's commitment to diversity and inclusion, and a workplace that is free from harassment, disrespect, and divisiveness.

This policy applies to all employees, applicants for employment, pastors, associate ministers, trustees, ministry members, deacons, committee members, supervisors, congregation members, visitors, interns and volunteers (whether paid or unpaid), contractors, vendors, customers and all persons conducting any business with Mount Zion.

Sexual harassment is offensive, is a violation of our policies, can be unlawful, and may subject Mount Zion to possible legal liability.

We are committed to preventing harassment and addressing any incidents in a manner that reflects our faith and values. As stated in 1 Thessalonians 5:11, we are called to "encourage one another and build each other up."

To ensure a workplace and church environment free from harassment and discrimination, everyone should take collective responsibility for ending harassment and discrimination in the workplace and church environment and is encouraged to report harassment.

Reporting Methods:

If anyone covered by this policy feels that they are being subjected to discrimination or are being sexually harassed or discriminated against or witnesses discrimination or harassment by another employee, volunteer, or any other person covered by this policy, they are encouraged to immediately contact one of the following to make a complaint:

- a. Chairperson of Human Resources Ministry, hr@mountzionseattle.org.
(Mandatory if the complaint involves an employee(s) of Mount Zion Baptist Church.)
- b. Chairperson of the Diaconate Ministry.