

# **Westborough ASP –**

## **Guidelines for Harassment Reporting & Mobile Phone use.**

### **Harassment**

One of ASP's core values is acceptance. As Tex Evans said, "We accept people right where they are, just the way they are." The Westborough ASP program strives to produce an environment where everyone who is willing to answer the call to service is supported and encouraged in so doing, and where we celebrate what we are able to accomplish together. That means that harassment of any individual, for any reason (including, but not limited to: gender, age, ethnicity, sexual orientation, birthplace, choice of school, or construction skill level) is not acceptable, and in fact is inconsistent with our mission of sharing God's love within our group and the larger community.

Harassment is behavior that is unwelcome and offensive to the person or persons that it is targeted towards. Examples of harassing behavior may include unwanted physical contact, foul language of an offensive nature, obscene gestures, sexual propositions, or jokes at someone else's expense. Just don't do it. Remember that harassment is in the eye of the person being harassed, so think of things from their point of view.

If you feel you are a victim of harassment of any form, by any person (volunteer, staff, family member) begin by telling the person clearly – "That makes me uncomfortable. Please stop." If that does not resolve the problem, report it to a Group Leader or Steering Committee member, and keep reporting it until the issue is addressed. Possible remedies include changing crew assignments to remove someone from a bad situation or sending the harasser home. If you observe harassing conduct in someone else, please report that as well. We can't fix it if we don't know about it. Nobody is required to remain in a situation that they do not feel safe or comfortable in.

It is everyone's responsibility to create the supporting trusting environment that we would all like to serve in.

### **Mobile Phone Usage**

Mobile phones are both wonderful and horrible. They keep us connected but they also distract. And these days, they do a lot more than just make phone calls. We strive for a balance that allows us some use of our devices while at the same time allowing us to be present with those we are working with and serving.

On the worksite, we expect there to be no calling or texting, barring emergency use or coordination between group leaders and staff. (This includes by GLs!) We recognize that people commonly use phones as cameras, and that is ok if the phone is kept on airplane mode. Since cameras are not to be used on site before Wednesday (and then only with permission of the family) there is no need for them to even come out of the van Monday or Tuesday. When you do use them, please be sensitive to the fact that you are bringing in an expensive item that the family you are serving may not have access to.

Off the worksite, phones may be used during free time only. They are not to be used during devos, evening gathering, meals, quiet time, after lights out, or during crew activities. (Again, this includes by GLs!)

A couple of the great things about ASP are the way it brings people together that might not otherwise have even gotten to know each other, and the chance to be immersed in a different way of life for a week. We want those to continue. So put the phone away!