

Eliot Unitarian Chapel

Employment Policy: Regarding Members of the Congregation

Effective Date: May 16, 2017

BACKGROUND/HISTORY/DISCUSSION:

Eliot Unitarian Chapel has an informal practice of not hiring members to serve in staff roles. This policy formalizes that practice.

PURPOSE:

To provide uniform and consistent guidelines for the interview and selection of qualified individuals who apply for staff positions at Eliot Unitarian Chapel.

POLICY:

In accordance with Federal and State laws and regulations governing fair employment practices and equal employment opportunity as they relate to religious organizations, it is the policy of Eliot Unitarian Chapel to give full and careful consideration to all qualified candidates in order to hire the most qualified individuals for the paid part-time and full-time staff positions that are or may become available, prohibiting discrimination because of race, color, sex, national origin, age, marital or veteran status, gender identity or sexual orientation. This policy applies not only to hiring policies, but to every aspect of employment, including employee training and development, promotion and advancement, and all other personnel actions.

Members of Eliot Unitarian Chapel are not eligible for hire as employees of the Chapel, as the potential for conflict of roles and harm to relationships for the member, existing staff and ministers, and the congregation at large outweighs the positive aspects of employing a member of the congregation.

MODIFYING CIRCUMSTANCES/EXCEPTIONS:

Members hired as staff before this policy was put into effect may still keep their membership status. All such employees have agreed to policies in the personnel manual regarding staff conduct and understand the need to prioritize their roles as staff over their roles as members.